

GENDER PAYS OFF!



Gender Takes Centre Stage – at GIZ and in the Agenda 2030

As a federally owned enterprise, GIZ supports the German Government in achieving its objectives in the field of international cooperation for sustainable development.

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Preface

Gender equality is a human right, a goal in itself, a key to sustainable development and a quality feature of our work. We are determined and committed to uphold these guiding principles in our own company and in the work we do with our partners in more than 130 countries around the world. It is against this backdrop that we signed and committed ourselves to the Women's Empowerment Principles (WEP) furthering women's empowerment and gender equality in the workplace, marketplace and community.

With her speech at the Global Leaders' Meeting on Gender Equality and Women's Empowerment in New York and her concluding remarks: 'We are making a new commitment with Sustainable Development Goal 5. Commitments are good. Action is better. Let us take action!', German Chancellor Angela Merkel called on all of us not to be bystanders.

The 87 contributions to the 2016 GIZ Gender Competition and the many events organised during the GIZ Gender Week prove that we do act and facilitate real impact and changes in people's lives.

The Gender Competition and Award stand for innovation, excellence and competence development. As such they greatly assist in responding appropriately to challenges and changes in the development landscape.

Gender equality, as we all know but too often take for granted in our daily lives, is neither a given nor something that happens all by itself. Gender equality needs champions and dedicated actions at all levels to make it a reality. Our special thanks go to all those in our partner countries and in Germany who are determined to overcome gender-based discrimination and disadvantages and to facilitate real gender equality.

This publication offers you some insights into our work, outlining our commitments to the Women's Empowerment Principles and the 20 best-rated contributions to this year's Gender Competition. It also marks years of successful gender mainstreaming, as all of the 87 contributions can be assigned to one or more of the 17 SDGs. A development we take pride in!



Tanja Gönner
Chair of the Management Board



Tanja Gönner, Chair of the GIZ Management Board: "With the Gender Competition, our aim is to promote creativity and innovation and make visible – and reward – our colleagues' commitment and expertise."



The GIZ Gender Award 2016 winning teams



the dti

Department
Trade and Industry
REPUBLIC OF SOUTH AFRICA

giz

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für Internationale
Zusammenarbeit (GIZ) GmbH



Federal Republic of Germany
The Federal Government

WOMEN'S EMPOWERMENT PRINCIPLES

QUALITY MEANS BUSINESS



EQUALITY MEANS BUSINESS

UN WOMEN

UNITED NATIONS
GLOBAL COMPACT



WOMEN ON THE MOVE



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The Women's Empowerment Principles at GIZ

www.weprinciples.org

‘... it is clear that achieving gender equality will require the concerted efforts of all actors. The Women's Empowerment Principles provide a roadmap for businesses to play their role in respecting and supporting women's rights’ (UN Secretary-General Ban Ki-moon).

The Women's Empowerment Principles (WEPs) – Equality Means Business is a joint initiative of UN Women and the UN Global Compact, launched in 2010. The Principles outline seven steps for businesses on how to empower women in the workplace, marketplace and community. The initiative highlights the fact that empowering women to participate fully in economic life across all sectors and throughout all levels of economic activity is essential to build strong economies; establish more stable and just societies; achieve internationally agreed goals for development, sustainability and human rights; improve quality of life for women, men, families and communities; and propel businesses' operations and goals.

1. Establish high-level corporate leadership for gender equality

Gender equality is firmly embedded in GIZ'S corporate principles and leadership. GIZ was the eighth company in Germany to join the more than 1,055 businesses around the world in demonstrating leadership on gender equality in 2015. By ratifying the WEPs through the Chair of the Management Board, Tanja Gönner, GIZ officially committed itself to the set of seven main principles furthering women's empowerment and gender equality in the workplace, marketplace and community. Political will and accountability – the way in which GIZ managers show their

support for the issue of gender equality and follow up its implementation is one of five strategic pillars of GIZ's Gender Strategy. We have embedded gender firmly in our Monitoring and Evaluation (M&E) and quality assurance systems. We are also in the process of enhancing and optimising our Gender Strategy, our internal support and gender focal persons system and linking them closer to our environmental and social safeguards management system.

2. Treat all women and men fairly at work – respect and support human rights and non-discrimination

Human rights constitute the frame of reference for everything we do, and we see that frame of reference as a particular responsibility for GIZ. This commitment reflects our Corporate Principles and GIZ's Orientation on Human Rights. GIZ has not only signed up to the UN Global Compact and follows the UN Guiding Principles on Business and Human Rights, it also runs the Secretariat of the German Global Compact Network on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

3. Ensure the health, safety and well-being of all women and men workers

With our Code of Conduct, we have laid the foundation for all GIZ staff members to enjoy equal rights and mutual respect and to work with other people without any distinction in terms of gender, marital status, skin colour, religion or world view, culture, education, social origin, disability, age, sexual identity or nationality. The Code of Conduct is



Economic empowerment of female farmers in Madagascar: the GIZ project
"Resilience through value chains" is among the 20 best GIZ Gender Competition 2016 entries



Ana Delia Córdova and Ernesto Feilbogen, Programme Coordinator, represented the winners of the 2nd prize: the Sustainable Energy Programme in Mexico

further complemented by the GIZ Policy Banning Sexual Harassment at the Workplace and the Policy on the Safety and Security of Staff on Foreign Assignments. Further contributions to the health, safety and well-being of GIZ staff are provided by our own health service, specialised security training, risk management units and a range of health and fitness programmes on offer.

4. Promote education, training and professional development for women

In 2015, GIZ launched an ambitious Equal Opportunities Plan for 2015-18, aiming to provide equal opportunities for women and men and further raise the number of women in leadership positions. In Germany we provide kindergarten facilities and about 190 flexible working models and arrangements to cater for the needs of women and men as regards combining family and work life. Employment figures and also the recently concluded company-wide evaluation of our Gender Strategy attest to GIZ's good performance in terms of equal opportunities and pay. With women holding 45.3% of leadership positions in Germany and 29.4% abroad, we are making quite good progress. However, we are striving to achieve more and even better results not only amongst our German staff members (62% women) but also for our national personnel (40.5% women) in our partner countries.

5. Implement enterprise development, supply chain and marketing practices that empower women

Promoting equal participation in economic development is a challenging task that requires a multitude of interventions. Many of the project samples described in this publication

address women's economic empowerment. The toolbox 'Promoting equal participation in sustainable economic development' compiles best practice examples and 'how-to' information for practitioners both within GIZ and among partner organisations.

6. Promote equality through community initiatives and advocacy

The GIZ Gender Strategy lays out a framework and sets the goal of promoting gender equality across the board – throughout the company, with the support of every staff member inside and outside Germany, within the scope of our commissions and within the company itself. Gender-differentiated procedures and consistent efforts to ensure that women and men enjoy equal opportunities are among the features that define the quality of our work. We are guided by this benchmark and advise our commissioning parties and clients on designing and implementing gender-sensitive measures.

7. Measure and publicly report on progress to achieve gender equality

All contributions to the GIZ Gender Competition 2014 and 2016 and many events conducted during the annual GIZ Gender Week can be found online on the Global Campus 21 – see link list attached. Publications like this along with the annual reports on the implementation of our Gender Strategy and also the findings of our strategic evaluation of the GIZ Gender Strategy can be found on our company website.



1st prize winning team of GIZ's Gender Competition 2016: Dr. Klaus Peter Schnellbach, Project Manager of the global programme BACKUP Health, proudly presented the programme's contribution



'Gender Takes Centre Stage!'

This holds true both for GIZ and for regional, international and German development cooperation. With the 2030 Agenda, world leaders have committed to leave no one behind and ensure that freedom from gender-based discrimination and gender equality itself becomes a reality in people's lives by 2030. A tall order, which requires transformative thinking, individual and collective actions, legal provisions and dedicated multilevel and multi-stakeholder partnerships that go beyond the usual approach of collectively addressing gender equality and women's empowerment.

As we all know, commitments and political statements are good but can only yield results and be transformative if accompanied by clear policies, action, implementation plans and resources for 'walking the talk'.

In 2014, a German secretary of state witnessed the launch of the Southern-led Community of Practice (CoP) for Finance Ministers on Gender Equality at the Spring Meetings of the World Bank Group and International Monetary Fund. In June 2015, the international community met in Addis Ababa to discuss and agree on a resource base for financing development and signed the Addis Ababa Action Agenda. In September 2015, UN Women together with China hosted the Global Leaders' Meeting on Gender Equality and Women's Empowerment, which was attended by 80 heads of state and government and world leaders who personally committed to concrete and measurable actions for ending discrimination against women by kick-starting rapid change in their countries – among them Angela Merkel, the German Chancellor. It was also in

2015 that Angela Merkel made women's empowerment a central feature of the German G7 presidency and that the W20, an official G20 Engagement Group, which aims to increase women's participation in the global economy, was launched in the presence of Christine Lagarde, Managing Director of the International Monetary Fund. Women's empowerment is one of the key issues of Germany's G20 presidency in 2017.

Gender has left the women's corner and firmly taken its place in the main policy and development arena. Under the German presidency, the G7 went as far as addressing the empowerment of women as a major global challenge next to climate change and health and one of the world's most pressing issues.

Germany was among the 19 countries that signed a Joint Statement on Gender Equality in the Financing for Development Process: Building synergies with the post-2015 development agenda and other issues in January 2015. In so doing, it contributed to the firm commitments to gender-responsive financing in the outcome document of the Third International Conference on Financing for Development.

Germany was also one of the 44 UN Member States facilitating a strong reflection of gender-related issues and goals in the 2030 Agenda by signing and presenting the Joint Statement *The Centrality of Gender Equality and the Empowerment of Women and Girls for the Post-2015 Development Agenda* to the debate in February 2015. In the statement, it says: '[...] if the Post-2015 Development Agenda is supposed to be truly transformative, it must transform the lives of women and girls and actively pursue gender equality.' The team won the 3rd prize. The foundation for this is laid with SDG 5 and eleven other SDGs that directly address



Joachim Fritz, Head of Governance and Conflict Division at GIZ, congratulated all Gender Award 2016 winning teams



Hartwig Michaelsen represented the Business Development Unit programme that won the 3rd prize.

equal opportunities and rights, gender equality and women's and girl's empowerment (see inlay for details and reference). These commitments are reflected in the EU Gender Action Plan 2016-2020, the BMZ Gender Action Plan 2016-2020 and Germany's National Sustainable Development Strategy.

The examples presented hereafter portray the interdisciplinary and multidimensional nature of most project/programme interventions but also the close interlinkages of the aforementioned development agendas and action plans we address in our daily work (see tables on pages 34-40).

Multi-stakeholder partnerships contribute to the success of programmes like ComVoMujer in Latin America and COMPACI in Africa. While ComVoMujer, a regional programme, has teamed up with universities and private companies to generate evidence-based data on the impacts and costs of violence against women (VAW) for the individual, the family, the company and society at large, it also secured a partnership with CNT, the national Ecuadorian telephone company (Corporación Nacional de Telecomunicaciones). Together they developed the smart phone app 'Junt@s' and were honoured with a special award by the jury of GIZ's Gender Competition 2016.

COMPACI, a regional programme, has managed to secure partnerships with DEG, Aid by Trade Foundation, the Bill and Melinda Gates Foundation, the Gatsby Foundation and private cotton companies in 12 African countries. Each COMPACI partner employs a gender officer. By means of a picture book portraying and challenging traditional gender roles in agricultural production, they help trigger discussions and behavioural change and improved production outputs (see page 22 for more details).

Not only is the APP "Junt@s" preinstalled on all new mobile phones, it also provides information on VAW and allows victims to seek help with the push of a button without leaving any traces of the latter on the phone which could cause additional trouble or insult to the victim.

<https://play.google.com/store/apps/details?id=com.artech.appinfoemp.informativo>



Business as usual is often no longer an option. Examples like these and many others show the power of innovation: the large-scale sustainable energy programme in Mexico provides evidence of how well-researched and targeted interventions can provide women with a strong presence in the otherwise male-dominated energy sector. Modern technology and digital devices enable innovation and continued support even where personal, one-on-one interactions are limited. In Yemen, for example, 300 businesswomen received consultancy on demand via WhatsApp from six consultants, helping them to stay in their businesses and move them forward in times of war.

The first prize of GIZ's Gender Award in 2016 went to the global BACKUP Health programme. The sustainable energy programme in Mexico received the second prize and the third went to the Business Development Unit in Ghana.

'The 17 Sustainable Development Goals and 169 targets ... seek to realize the human rights of all and to achieve gender equality and the empowerment of all women and girls. ...'
(2030 Agenda Vision statement)

Get involved and stay involved – it's worth it!



Timm Kroeger and Christine Brendel, represented the Special Award winning GIZ programme ComVoMujer. Here, together with Angela Langenkamp, Company Gender Officer





TOWARDS GENDER SENSITIVITY IN GLOBAL FUND PROGRAMMES

ADDRESSING THE LINKED SRH AND HIV NEEDS OF KEY POPULATIONS

10



CONTEXT AND INITIATIVE

Gender equality means that all genders enjoy equal resources or benefits, or equal access to and use of services – this also applies to healthcare. However, gender-related barriers to health undermine the right to health for all. Due to biological factors, men and women have different health needs and problems. In addition, health is influenced by social determinants, of which gender is a central aspect. The access to food, education, employment or decision-making is often based on gender norms and values, with negative impacts on health; in particular in women and sexual minorities. Consequently, it is important to provide gender-sensitive health services which align with the needs of their beneficiaries.



Since 2002, BACKUP Health has been supporting countries to access and efficiently use grants of the Global Fund to fight AIDS, Tuberculosis and Malaria, and to promote gender equality within these programmes. This directly links to SDGs 3 and 5. Women, girls and sexual minorities, who are likely to benefit less from Global Fund programmes, are amongst the target group of BACKUP



support. One example for this approach is the three-year “Shadows and Light” collaboration project with the International Planned Parenthood Federation (IPPF). It focused on men who have sex with men, sex workers, people who use drugs and transgender people, as these are at increased risk of HIV. Working in Cameroon, Uganda, Kenya and India, the project was set out to improve the linked sexual and reproductive health (SRH) and HIV needs of these key populations.

GENDER – A QUALITY FEATURE OF OUR WORK

The BACKUP approach to integrate gender as a cross-cutting issue in all measures aligns with the Global Fund gender strategy and is welcomed and valued by partners. BACKUP integrates gender in its monitoring system and guides partners to follow a similar approach. The best evidence for the quality of our work is the satisfaction of our partners, who say that “BACKUP should continue to provide technical assistance where needed and allow for continued capacity building in cross cutting areas such as Gender and Human Rights, including capacity building for programming for Key Populations” (CCM, Zambia).

GENDER IMPACT

Since its foundation, BACKUP has contributed to gender equality within Global Fund programmes. Between 2012 and 2015, BACKUP collaborated with 134 public and civil society organisations in 57 countries, out of which 60% explicitly integrated gender in their projects. The collaboration with IPPF had a significant impact by sensitizing service providers and building their capacity to reach out to key populations.



The project established integrated, clinic-based and outreach services for HIV and SRH. Key populations' capacity to engage with in-country Global Fund processes was also developed. This partnership has been key to strengthening the inclusion of SRH and HIV linkages within Global Fund programmes. As a result of BACKUP's success, partners continue to request similar activities related to gender and the Global Fund.

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PIONEERING WOMEN'S EMPOWERMENT THROUGH SUSTAINABLE ENERGY

MAINSTREAMING GENDER: GIZ'S SUSTAINABLE ENERGY PROGRAM (PES) IN MEXICO

CONTEXT AND INITIATIVE

Energy is a crucial component to nearly all challenges and opportunities facing the world today, including the fight against climate change and the enabling of important rights, such as education, health and work. But energy is not gender-neutral: energy policies often have great impacts in terms of equality, since society attributes differentiated roles to women and men, which condition their relationship to energy.

Mexico's male-dominated energy sector is undergoing important changes in the context of the energy reform. Thus, it is an important opportunity to bring a gender perspective into the sector, and to ensure that the opening of new markets related to sustainable energy (SE) contributes to closing the gender gap instead of widening it.

With this in mind, GIZ PES drafted a gender & energy analysis, which highlighted key challenges and served as a starting point for our gender-mainstreaming strategy.



GENDER IMPACT

This strategy includes:

1. A massive awareness-raising campaign about energy efficiency (EE) with a gender perspective: In order to reach the low income sector, GIZ-PES partnered in a PPP scheme with Grupo Salinas (GS): A large group of companies that spans across many sectors, including mass media and appliances retail. This gender-sensitive initiative included 19 fairs reaching 7.000 people, the development of a best practices guide (7.000 copies distributed), online-courses (passed by 48.000 people), and a mass-media campaign reaching 13.000.000 people.
2. Supporting women's vocational training for SE occupations: Since the energy reform requires 135.000 experts on SE, new opportunities should be created for the inclusion of women. Pilot courses were offered in two different subjects: installation of solar water heaters (SWH) and energy advisory. In order to ensure quality, all materials were gender-mainstreamed, gender workshops were offered for both trainers and trainees, and scholarships were put in place to encourage women's enrollment.
3. Developing a financial scheme for SWHs targeting women: A tailor-made financial product to enable women to acquire SHWs was created for PROMUJER, a development organization providing financial services to low-income women willing to grow small businesses.



This strategy was designed with sustainability in mind, and it continues to yield impacts: The online-courses developed within the PPP are now mandatory for all new employees at GS; the vocational training courses are included in the permanent offer of an institution committed to supporting female students with reduced tariffs; and the financial scheme for SWHs is now part of PROMUJER's portfolio.

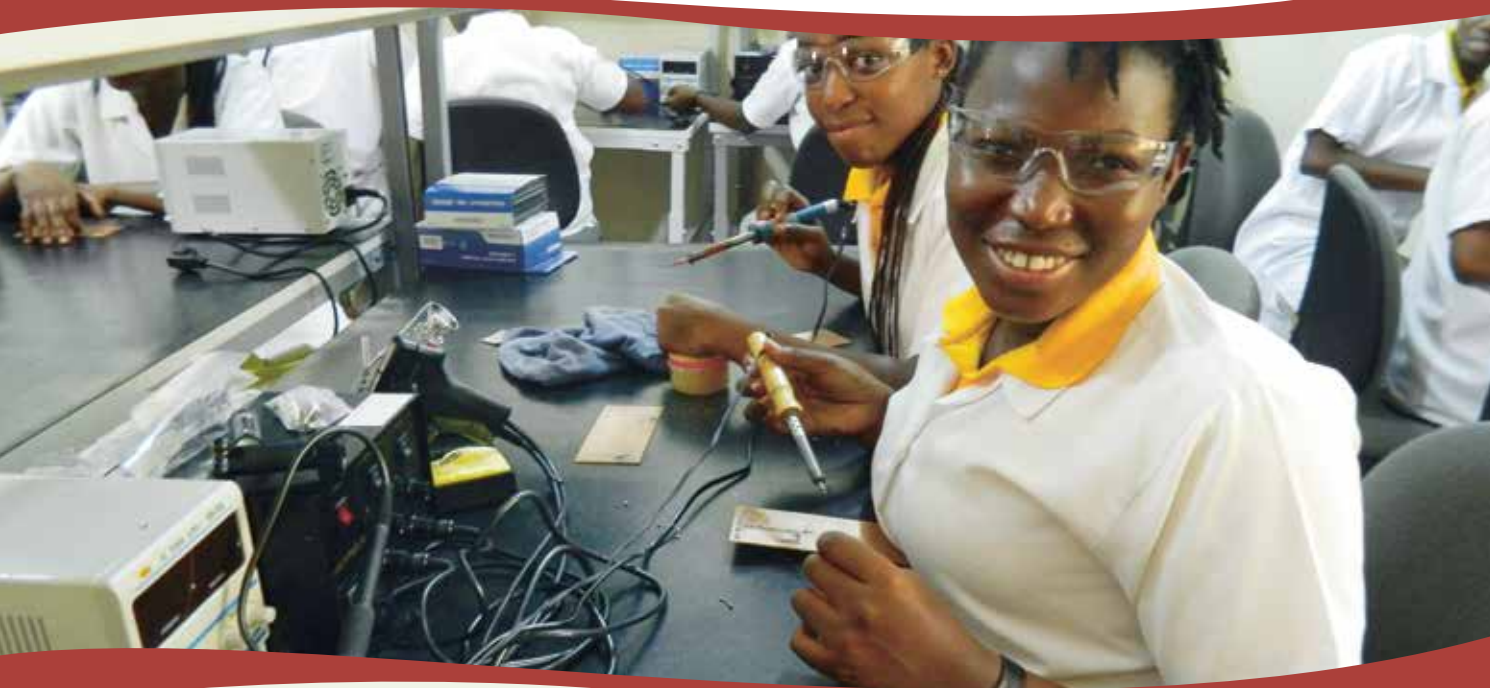
GENDER – A QUALITY FEATURE OF OUR WORK

Women and girls are eager to have a more decisive role in the energy sector and were excited to take part in these initiatives. It's worthwhile mentioning that we work closely with the Energy Ministry, and that organizations with great reach in the region, such as USAID, OLADE and IUCN are interested in replicating these activities.

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FEMALE PROFESSIONALS IN ELECTRONICS

BOOSTING THE NUMBER OF WOMEN IN TECHNICAL PROFESSIONS, GHANA

12



CONTEXT AND INITIATIVE

Girls Vocational Training Institutes in Ghana typically offer education and training in female dominated trades only, such as catering, tailoring or cosmetology. The project instead promotes future female professionals in sales, installation and servicing of electronic appliances by supplying them with a sound technical background and capacity through practical oriented vocational training. Young women gain the knowledge, technical capabilities, communication skills and the necessary self-confidence to compete in the growing market and thus generate income for themselves and their families. It is not missing capabilities that prevents young women from entering a technical trade such as electronics but attitude which, of course, can be changed by means of education. With the idea and initial seed-funding of € 200.000 the GIZ regional program "Employment for Sustainable Development in Africa" (E4D) together with its Ghanaian partner the Council for Technical and Vocational Education and Training (COTVET) entered into a public-private-partnership with KOICA (Korean International Cooperation Agency) and SAMSUNG Electronics West Africa.



KOICA invested US\$ 500.000 and SAMSUNG equipped four selected vocational training centers with state-of-the-art electronics teaching labs worth US\$ 500.000. Instructors involved received training on Competency Based Training (CBT) in electronics and generic subjects and the project compiled State-of-the-art teaching material.

GENDER – A QUALITY FEATURE OF OUR WORK

COTVET released its Four Year Corporate Gender Strategy in 2013 as a product of cooperation between the Council and GIZ / GSDI (Ghana Skills Development Initiative). The strategy bases on data showing that less than 2% of skilled workers in lucrative technical sectors are female and specifically calls for affirmative action in order to integrate more girls and young women through targeted vocational training into those trades.

The girls-schools partnering with the project are the first in Ghana to install and operate electronic labs in order to offer specific technical training geared towards the needs of female students and thus enable them to reach the same level of proficiency as their male competitors. The project is accompanied by a comprehensive study that compares the learning environment in all-female groups (3 partner schools) to those in evenly mixed male-female classes (1 school) and tries

to find out which model represents the most conducive one for female vocational students to engage in a technical sector.

GENDER IMPACT

Through this project we expect 100 female graduates in electronics per year. This will boost the female/male ratio among graduates from 2% in 2012 to 25% in 2016, when the first batch of 100 female students will leave the four institutes.



Due to a growing urban middle class the demand for electronic appliances is on a constant rise. Besides a career in servicing and repair of electronic appliances, the young women will find employment in 'after sales service' or as 'informed salespersons', where professionals capable of giving profound advice to consumers based on sound technical background are in demand.

Following a similar concept E4D Ghana has also started an additional project: Female Motorcycle Mechanics and Solar Technicians for Northern Ghana.

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Together we are responsible to prevent violence against women

TOGETHER WE ARE RESPONSIBLE: APPLICATION OF SMART PREVENTION

REGIONAL PROGRAM COMVOMUJER, ECUADOR

CONTEXT AND INITIATIVE

In Ecuador, violence against women is a serious human rights issue which affects 6 out of 10 women (INEC, 2011), but also has impacts on society and public health. Its impunity and naturalization is deeply rooted in society and adversely affecting the development of individuals, companies and countries.

The National Telecommunication Cooperation of Ecuador (CNT-EP) is a company with more than 7.000 employees. In one year and with technical support of the GIZ, through its regional Program "Fighting Violence against Women in Latin America" (ComVoMujer), the company converted into a leading business in preventing violence against women.



CNT quickly understood the impacts of violence against women and implemented measures with all its stakeholders, which further positions them as a company taking its corporate social responsibility seriously and which generates comparative advantages for them in the market.

IMPACTS

CNT can count on

- almost 3.000 trained people who received the certification "Safe Company – leader

in zero tolerance towards violence against women" within only three months. The first to do so was the general manager!

- 14 specialized persons as promoters and trainers.

CNT implemented

- internal information campaigns using CNT magazines and broadcasting spots on harassment and bullying on the job site on its internal news channel.
- at the external level a special publication in the national newspaper *The Telegraph* and they produced the spot *In Ecuador we have a problem* that has been broadcasted since 2015 regularly in the 32 customer service centers.



CNT developed

- *Junt@s (together)*, a free and far reaching application, with the potential to quickly reach thousands of people, aimed at affected women or anyone close to any case of violence against women. The App combines gender specific and differentiated sensitization with help functions and emergency hotlines. The App is a standard feature of all new smart phones. To protect its user – mainly women, the use of its help or emergency function is not

recorded and as such cannot be traced by the perpetrator.

The International Labour Organization (ILO) is replicating the certification through its SCORE project and has requested the App CNT to be adapted in other countries, for which the company gave its permission.



GENDER – A QUALITY FEATURE OF OUR WORK

Our counterparts, the BMZ, other development agencies as well as the IDB and the World Bank continue to ask for expertise and experiences of ComVoMujer, recognizing the innovative strategies which are based on a human rights and gender equality approach.

ComVoMujer has compiled an online catalogue with more than 300 publications and videos, which are disseminated through social media such as Facebook, Twitter and YouTube. Today ComVoMujer cooperates with over 100 companies directly and about 400 indirectly.

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All 87 GIZ Gender Competition Entries 2016 according to their Primary Contribution to the Agenda 2030

<https://gc21.giz.de/genderweek>



THE GLOBAL GOALS
For Sustainable Development



Nigeria

Goal 1:
End poverty in all its forms everywhere

"Watanni Biyu mai Kashe Talauchi" (Hausa for: two months that kill poverty) – Pro-Poor Growth and Promotion Employment in Nigeria



Bangladesh

Tunisia

Madagascar

Goal 2:
End hunger, achieve food security and improved nutrition and promote sustainable agriculture

Affordable nutritious foods for women in Bangladesh
Promoting Women in Food Security and Income Generation

Resilience through Value Chains



Cameroon
Global

Goal 3:
Ensure healthy lives and promote well-being for all at all ages
**Men get involved...
Towards Gender Sensitivity in Global Fund Programs**



Sri Lanka
Afghanistan

Afghanistan

Benin

El Salvador,
Guatemala,
Nicaragua

Goal 4:
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Vocational Training in North & East of Sri Lanka
Gender Equality in Technical Vocational Education Training
Strengthening Public Administration Education in Afghanistan
Together Against Sexual Harassment in Families and Schools
PREVENIR – Inclusion of a gender as a transversal topic in youth training courses



Ecuador, Bolivia,
Paraguay, Peru
Azerbaijan

Guatemala
Burkina Faso

Burkina Faso

Nepal
Zambia

Goal 5:
Achieve gender equality and empower all women and girls

ComVoMujer – Together We Are Responsible: Application of Smart Prevention

Women – Politics – Power: DAYAQ-Mentoring-Program for women in local politics

Campaign Letters of Women in Guatemala

Reinforcement of Female Leadership: An Approach to promote Female Representation and Visibility in Collective Decision-Making Processes

First Female Driver of the German Cooperation in Burkina Faso

Change Starts at Home: The Gender Quality Circle

Reaching the population with information on gender-based violence



Jordan

DRC

Chad
SADC

Cameroon

Zimbabwe

Palestine

Jordan

Bolivia

Goal 6:
Ensure availability and sustainable management of water and sanitation for all

Improved Water Resources Security for Low Income Rural and Urban Communities

Women's Role in Portable Water

Gender Equal Management of Natural Resources

Gender Mainstreaming in Transboundary Water Management

Integrating gender in the management and maintenance of water points as a pledge for sustainability and local governance model

Addressing gender specific needs vs creating space and opportunity to challenge gender roles and promote gender equality

Strengthening the role of Women in the Water Program Palestine

Female Preachers as Water Ambassadors – Mainstreaming Gender in the Cooperation with Religious Authorities

Water also holds the feminine gender



Senegal

Kenya

Mexico

Central America

India

Goal 7:
Ensure access to affordable, reliable, sustainable and modern energy for all

Gender Equality: Promoting Activities of Women in Rural Areas

Energizing Development Kenya Country Program

Pioneering Women's Empowerment Through Sustainable Energy

Renewable Energy and Energy Efficiency Program in Central America

Empowering women via the Indo German Energy Program – Renewable energy supply for rural areas



Regional:
Côte d'Ivoire,
Ghana, Nigeria,
Togo, Cameroon
Sierra Leone

South Africa

Ghana
Afghanistan
Yemen
Yemen

South Caucasus

Nepal

Honduras,
Costa Rica
Chile



Kyrgyzstan



Uganda
Zambia
South Sudan

Egypt

Morocco

Guatemala

Peru

Goal 8:

Ensure access to affordable, reliable, sustainable and modern energy for all

Farmer Business School – rural women fit for business

Gender Commitment of the Small Ruminant Value Chain

Responsible & Inclusive Business Hub (RIBH): Women's Entrepreneurial Program

Female Professionals in Electronics

Great Achievements since the Taliban's Fall

Supporting Business Women in Times of War

Walking the Talk in Yemen

Private Sector Development: "Women Build Caucasus"

Striving towards Gender Equality and Social Inclusion

FACILIDAD – Promotion of Economy and Employment in Central America

Promoting Economic Autonomy of women in the Mining Sector in Chile

Goal 9:

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Gender Analysis for GIZ Program Mineral Resources for Development

Goal 10:

Reduce inequality within and among countries

Gender Equality in Uganda

Comic of GIZ Zambia Gender Strategy

Special Initiative Refugees Program (SIR) Gender Equality and Female Empowerment Policy
CEYP – Spaces for Civic Engagement and Youth Participation

Success Story of a Women's Project supported by GIZ for over a decade

Gender Impact in the integral development of Women in Guatemala

Gender-sensitive campaigns "Knowing and Implementing our Rights"



Benin

Togo

Moldova

Moldova

India



Mozambique

Regional Africa

Cambodia

Mexico

Fiji

Goal 11:

Make cities and human settlements inclusive, safe, resilient and sustainable

Reacting towards Mentalities – A Movie Production ("sens inverse") by the Program for Decentralization and Communal Development

Participation of the population for revitalization of development committees

Project "Modernization of local public services in the Republic of Moldova" Intervention area "Regional planning and Programming"

Project "Modernization of local public services in the Republic of Moldova" Intervention area "Local Public Services"

Promoting Women's Participation in E-waste Recycling

Goal 12:

Ensure sustainable consumption and production patterns

Enhancing Gender Equality in the Resource Governance Program

(Zambia/ Malawi/Mozambique/ Benin/Burkina Faso/Cameroon/Ivory Coast/Ethiopia/Ghana/Tanzania/ Uganda): Good Practices of Gender in Cotton Production

Does Land Project Really Influence Gender Gaps?

Understanding Gender Equality in the Context of the Rural Selva Maya

Transforming Degraded Land into Productive Food Gardens



Bangladesh

Indonesia

Indonesia

Mexico

Colombia

Timor-Leste

Goal 13:

Take urgent action to combat climate change and its impacts

Adaptation to Climate Change and Rehabilitation of Livelihoods in Selected Districts of Southwest Bangladesh

Does Green Mobility Mean for Climate and Gender?

Developing and Implementing Gender Responsive Climate Strategies

"Amigos sin Frontera" for the Promotion of Women

Program "Chiribiquete"

Advisory and Training for the Maritime Sector in Timor-Leste (ATMI-TLS)



DRC

Goal 14:
Conserve and sustainably use the oceans, seas and marine resources for sustainable development

Promoting Gender Equality in the Program for Maintaining Biodiversity and Sustainable Management of Forests in the Province Maniema



Madagascar

Algeria

Mongolia

Indonesia

Timor-Leste

Niger

Goal 15:
Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

"Equality works!" in the Environmental Management Program

"H'lib Dzair" for Empowerment of Women

Biodiversity and Adaptation of Key Forest Ecosystems to Climate Change II Program

"Promotion of the gender equality in the forestry sector of Mongolia"

Gender Mainstreaming in the Indonesian Forestry Sector

Gender-Mainstreaming in the Project "Sustainable Management of Agro-Biodiversity in Timor-Leste"

The Gender Focal Points in Niger: Local Change Engines

Goal 16:
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Gender Mainstreaming within the African Peace and Security Architecture

For Gender Equality and Land Governance

Empowering Female Farmers through Water Management Reforms

The long road to Gender equality in Afghanistan: A multilevel and participatory approach to improve access to justice for women

Police Cooperation Project (PCP)



Ghana

Burundi

Egypt

Afghanistan

Afghanistan

Bangladesh
Cambodia

Colombia

Macedonia

Senegal

'Thinking Gender' Every Step of the Way
Ending Violence Against Women and Girls in Cambodia

Ex-combatants, Masculinities, Femininities and Peace – How producing shoes can change gender roles and facilitate reconciliation and peace

Regional Network promotes Gender Equality on Local Level

Integration of Gender in the Budget Program of Senegal



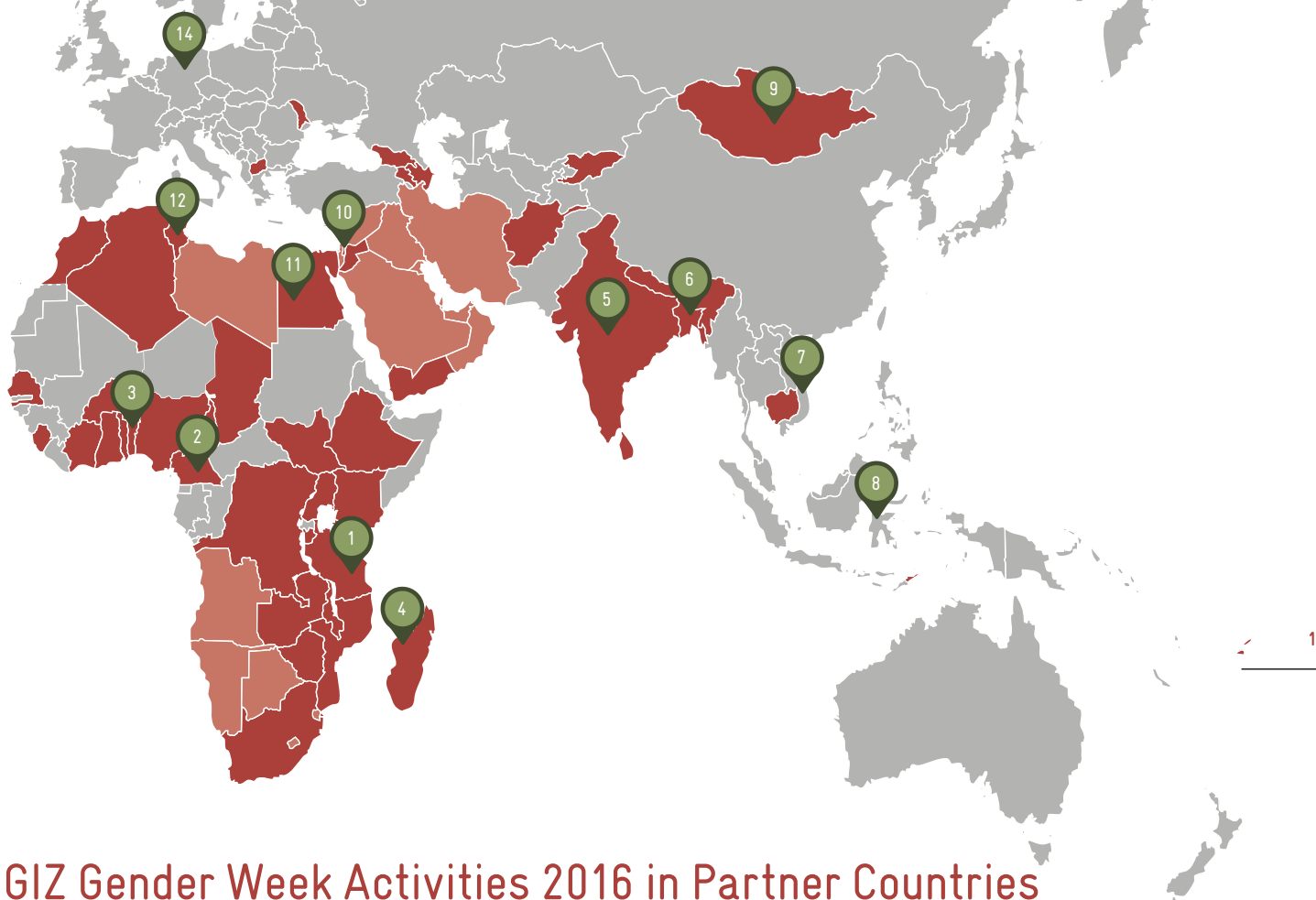
MENA
India

Goal 17:
Strengthen the means of implementation and revitalize the global partnership for sustainable development

Access to Finance for Women

Female Bank Agents – The Bank Sakhi Approach





GIZ Gender Week Activities 2016 in Partner Countries

<https://gc21.giz.de/genderweek>

1 Tanzania	Seminar on the Rights of Women under the Maputo Protocol and Accessing the African Court on Human and Peoples' Rights	11 Egypt	WenDo Self-Defence Workshop with Awareness Raising Session on the 'Anti-Sexual Harassment and Exploitation Policy' in Egypt
2 Cameroon	"Gender in Action"		Training on Gender and Combating Sexual Harassment through Creative Youth-friendly Campaigns
3 Benin	Together for Gender Equality! Internal Reflection on Promotion of Women in the Program PDDC MONO Delta – Meet up of Women's Groups Improved Access of Female Farmers to Land	12 Tunisia	Women and (local) Politics Movie "Narcisse"
4 Madagascar	Running for Women's Solidarity		Reception with the German Embassy and the Goethe Institute Tunis Gender Challenge 2016
5 India	Gender Day Meet and GIZ India Gender Market Place	13 Ecuador	Award Ceremony for the Preliminary Winners of the Online Certification Training for Men Participatory Route
6 Bangladesh	"Stories of Change"		
7 Vietnam	Catch up and Move on	14 Germany	Several events took place in Eschborn, Bonn, Berlin and Bad Honnef
8 Indonesia	"Pledge for Parity"		
9 Mongolia	Gender Week Event		
10 Palestine	Theater Play "UM Mohammed shines" on International Women's Day "We Are a Voice, Not an Echo" – How Palestinian Refugee Women Engage in their Communities		



ENDING VIOLENCE AGAINST WOMEN AND GIRLS IN CAMBODIA

ACCESS TO JUSTICE FOR WOMEN PROGRAM

18



CONTEXT AND INITIATIVE

According to a national survey commissioned by the UN and DFAT, 32 percent of ever-partnered Cambodian women aged 15-64 experience emotional abuse by an intimate partner in their lifetime; while 21 percent face physical and/or sexual violence. Another UN survey found that half of the perpetrators of sexual violence never face legal consequences.



GENDER – A QUALITY FEATURE OF OUR WORK

The work of the Access to Justice for Women (ATJW) program to Ending Violence Against Women and Girls was frequently featured in local and international media and high-level forums. ATJW is largely funded by Germany, through BMZ. Since 2014, the Australian DFAT co-finances the ATJW II program, while the Spanish AECID co-financed it from 2010 to 2013.

GENDER IMPACT

Fund for female victims of intimate partner violence and/or sexual violence led by the

Ministry of Women's Affairs of Cambodia and implemented by 4 NGOs in two target provinces. From January 2012 to June 2015, 6,080 women and girls survivors of gender-based violence and their children received services by this Fund, which comprised legal advice and representation, shelter, individual and group psychological counseling, medical care, and vocational training for reintegration.

In cooperation with national and local institutions, 129 Judicial Police Agents were deployed and trained by the ATJW program across Cambodia, who –under the Domestic Violence Law– provide legal support and referral services to women victims of intimate partner violence and their children. In addition, gender-responsiveness and quality of services were improved through development and implementation of minimum standards in key areas of intervention, such as legal protection, basic counseling and referrals. Coordination mechanisms were established at provincial and district levels to enhance case management and referrals of victims amongst service providers.

The ATJW program closely supported the Ministry of Women's Affairs to develop the Second National Action Plan to Prevent Violence Against Women (2014-2018) and to include disadvantaged groups of women and girls in other national gender policies. For the first time ever, the protection of the rights of LGBT people and of women survivors of gender-based violence during the

Khmer Rouge regime were incorporated in Cambodian policies.

Organizational development of the Ministry of Women's Affairs and improvement of its external communications have been also the focus of the ATJW program. One coordination desk was established at the Ministry in order to enhance institutional advocacy across Government; a network formed by 79 young professionals was created and is supported; training opportunities and development of guidelines in the field of communications were provided, partly in partnership with *Deutsche Welle Akademie*. As a result, the Ministry's messaging in public statements, social media and communications campaigns is more articulated, progressive and aligned with the women's human rights framework.



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'THINKING GENDER' EVERY STEP OF THE WAY

PRISON AND JUSTICE REFORM FOR PROMOTING HUMAN RIGHTS AND PREVENTING CORRUPTION IN BANGLADESH

CONTEXT AND INITIATIVE

In Bangladesh the majority of the population has little access to justice. The criminal justice system is chronically underfinanced and offers limited legal aid, particularly to vulnerable groups. 70% of prisoners are under trial. Prisons are overcrowded because too many cases unnecessarily end up in the formal criminal justice system as people are not fully aware of alternatives to the formal system. Prisoners also lack access to rehabilitation and reintegration services. Women are particularly vulnerable as the current system is often characterized by gender-based discrimination. After being released from prison, reintegration back into society is very difficult for women due to stigmatization.



The German Federal Ministry of Economic Cooperation and Development (BMZ) through GIZ supports the Ministry of Home Affairs, the Prison Directorate and the Ministry of Law in reducing the case backlog in court and the overcrowding in prisons. The United Kingdom's Department for International Development (DFID) co-finances the programme.

Strategies include legal aid and assistance through the help of paralegals, diverting cases away from the formal justice system to village courts, mediation or restorative justice and the reduction of recidivism through skill development and referral for drug-dependent prisoners.

GENDER – A QUALITY FEATURE OF OUR WORK

Gender mainstreaming is an integral part of all programme activities and its consistent implementation is one of the main success factors for achieving gender equality in the justice system. Besides specific targeting of female victims inside and outside prisons, initiatives include the incorporation of a 30% women quota in partner NGO contracts for all staff hired for the project. Paralegals, all field staff, locally elected representatives and stakeholders receive gender training. The female staff members are empowered through their new jobs as they gain respect in their communities and families and are able to influence the life and decisions of their community towards a more gender equal environment. Moreover, NGO budgets include funds for the rehabilitation and reintegration of women, juveniles and disabled persons.



GENDER IMPACT

Although the share of women in the total prison population in Bangladesh is relatively low (3% on average), priority is given to female inmates in project interventions. Until June 2016 the project had released 11.440 people from prison (1129 women). 86.535 persons (30.191 women) were assisted in court and 11.291 (3358 women) at police stations. 1494 persons (270 women) attended skills development training and 2.698 (376 women) identified drug users were referred to counselling and other services. Paralegals and all other field staff take the different needs of women and girls into account in their daily activities. Therefore, female prisoners and other beneficiaries in the community feel comfortable bringing their cases to them as they are sure that their voices will be heard.

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GREAT ACHIEVEMENTS SINCE THE TALIBAN'S FALL

EMPOWERMENT AND JOB PROMOTION FOR THE WOMEN OF AFGHANISTAN

20



CONTEXT AND INITIATIVE

The Taliban's oppression of women in Afghanistan during their rule from 1996 through 2001 is well documented and included movement restrictions, the denial of the right to work, beatings and other physical abuse, arbitrary detentions, a near ban on girls' access to education and restricted access to health services. Following the fall of the Taliban, a new window of opportunity for women has opened. The Afghan constitution provides that all citizens have equal rights before the law. The BMZ funded GIZ Regional Capacity Development (RCD) program contributes to this change. The program supports development of capacities of women and girls in various ways:

- To enhance the **economic empowerment of women**, business-related trainings and the facilitation of business plans are supported through the newly established Women Training Centers.
- To enhance the access of women to **educational and health services**, the construction of girls schools and hospitals with maternity units across northern Afghanistan are supported.



- To raise the awareness for the importance of **literacy** and **human rights**, campaigns are conducted. For example the Afghan partners are supported in celebrating special occasions like Women's Day, in order to make women and girls conscious of their social, economic and political rights.



GENDER – A QUALITY FEATURE OF OUR WORK

This sustainable support has been highly appreciated by the government of Afghanistan at national and sub-national level. High-ranking guests from both provincial and national level regularly visit the trainings and project sites and the Afghan media frequently reports on gender-related RCD measures. The appreciation of the program is shown in the provincial Gender Working Groups in which RCD is a key member. Furthermore, the women and girls benefiting from the measures continuously state that RCD is among the very few international organizations which implements gender-related projects on provincial and district levels and at the same time facilitates contacts with the national level. They hope this sustainable support will continue as long as possible. Therefore, it comes to no surprise that RCD

became the first point of contact for the provincial governments in regard to gender projects.

GENDER IMPACT

Today, many Afghan women in the provinces know about their rights in the society. More and more girls and women have access to education, health facilities, networking services and the job market. Dozens of young female graduates found a job through internship programs. Thousands were trained in a multitude of fields from English and IT to management and business planning. Women Training Centers built in three provinces are connected to the local markets through business-related events and near-by women markets. The most important impact is the changing mindset of an increasing part of the local population on the rights of women which in the long run will help to achieve true gender equality in Afghanistan. The many success stories of RCD and its partners are collected there and easily accessible.



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SUPPORTING BUSINESSWOMEN IN TIMES OF WAR

NO BUSINESS AS USUAL – STRENGTHENING BUSINESS WOMEN IN YEMEN

CONTEXT AND INITIATIVE

Since 2015, Yemen is in a full-blown armed conflict with men and women struggling to nourish themselves and their children. Due to the security situation the Private Sector Development Project (PSDP) is fully implemented in the Business Continuity Management modus, with only national GIZ staff working in Yemen and internationals supporting from abroad.



Even before the war, women had limited access to economic opportunities and education, due to cultural and political norms. According to World Bank data, before the war in 2015, just over 25% of Yemeni women were economically active; the majority of women who do work are employed in the agricultural sector. Lots of women in rural areas are excluded from the public sphere. Their movements are limited to private houses and fields.

Despite all these obstacles PSDP, implemented on behalf of BMZ, succeeded in empowering Yemeni women, in cooperation with its partners Small and Micro Enterprise Promotion Services (SMEPS), the Chambers of Commerce, NGOs and private sector companies.

STRATEGY

Target group 1: Support Business Women Start-Ups

Between June 2013 and December 2015, 190 women were trained on how to develop a business idea and to set-up their own business.

Target group 2: Support existing companies in crisis to become more resilient in times of war 300 businesswomen (such as dentists, traders, etc.), receive consultancy on demand via social media (WhatsApp) by six consultants, helping them to stay in business. Also 200 male and female employers currently are supported to keep up their business in order to safeguard jobs.

Target group 3: Qualify young unemployed women in three cities and help them to generate income

1.330 women benefitted from qualification measures organized in cooperation with the private sector. 70% managed to increase their income afterwards, working now in fields such as mobile phone repair or plumbing.

Target group 4: Create income opportunities for rural women with limited freedom of movement

The project supports sectors with good potential for home-based work. Supporting the basketry value-chain: The lead marketing company was supported to exhibit and sell hand-made quality products at exhibitions in Germany. Afterwards they independently managed to serve clients' orders from overseas, even in times of heavy war. This

ensures income opportunities for 300 poor women in remote rural areas.

GENDER IMPACT

A key impact is the improvement of economic participation of women in Yemen. In the basketry sector, men took over the role of door-openers and enablers. The Chambers of Commerce were supported in installing Business Women Departments, which are valuable implementing partners today. 138 women participating in start-up courses managed to open up a business. The public image of businesswomen is improved and families are more willing to support them. The partner SMEPS was supported to set-up a gender-sensitive M&E system.



GENDER – A QUALITY FEATURE OF OUR WORK

PSDP has received the national prize for “promoting business women in Yemen 2014” by the Yemeni Businesswomen Union.

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GOOD PRACTICES OF GENDER IN COTTON PRODUCTION

EMPOWERMENT OF FEMALE PRODUCERS IN COTTON FARMING HOUSEHOLDS

22



CONTEXT AND INITIATIVE

In total 15.4 million people in SSA live directly from cotton production. Against this background, the Competitive African Cotton Initiative (COMPACI) aims at enabling 680,000 small-scale farmers in twelve countries of SSA (Zambia/ Malawi/Mozambique/ Benin/Burkina Faso/Cameroon/Ivory Coast/ Ethiopia/Ghana/Tanzania/Uganda) to sustainably increase the productivity of their cotton and food crops production by the end of 2016, thereby raising their income by 45%. In this way, the initiative reaches nearly 30% of all cotton farmers in SSA. Since cotton sales contribute up to 50% of the smallholders' cash income, it allows them to improve their living conditions.

Partners: GIZ, DEG, AbTF, Bill and Melinda Gates Foundation, Gatsby Foundation, private cotton companies in Sub-Sahara Africa (SSA) who contribute over 50% to the financing

Cotton made in Africa (CmiA), an Aid by Trade Foundation (AbTF) initiative, facilitates market access of cotton farmers by helping them brand their cotton according to the CmiA quality label and by creating a direct link to textile retailers. CmiA is one of the most advanced initiatives worldwide to promote branded conventional SSA cotton.

THE STRATEGY

- Training of small-scale cotton farmers in sustainable production/ cultivation techniques according to Cotton made in Africa Standard

- Linking farmers to global market for sustainable cotton through certification of cotton production according to CmiA
- Business management training in form of 'Farmer Business Schools'
- Support of the establishment of village banks
- Strengthening female producer groups
- Advising African governments in the introduction/ implementation of national cotton sector strategies
- Collaboration with Pan African cotton associations



GENDER – A QUALITY FEATURE FOR OUR WORK

Objectives listed below and activities with regard to gender in COMPACI are based on the results of an intensive gender analysis conducted in the different project regions.

1. Increasing women's share in cotton production
2. Increasing women's participation/ leadership in producer organizations
3. Increasing women's access to credit
4. Increasing women's access to contracts and payments
5. Increasing gender capacity of cotton companies
6. Improving gender oriented M&E

Each COMPACI partner employed a gender officer who is in charge of planning, implementation, monitoring and evaluation of gender specific activities. Sensitization workshops on gender issues took place for management, field staff and communities to create awareness and provide tools to improve equal access for women to extension services. A core activity is the support of existing or forming of new women groups. These groups share fields and receive inputs as well as training from the cotton companies.

GENDER IMPACT

Achievements as of Dec. 2015

Nb of Female Farmers trained in Farmer Business Schools	>20,000
Nb of women organized in female clubs/ associations	30,000
Nb of Female Farmers trained in Cotton growing	135,000



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TRANSFORMING DEGRADED LAND INTO PRODUCTIVE FOOD GARDENS

PETANI VILLAGE, 'EUA ISLAND, TONGA – COPING WITH CLIMATE CHANGE IN THE PACIFIC ISLAND REGION

CONTEXT AND INITIATIVE

Women's land rights in the Kingdom of Tonga are recognised to be very restrictive and land ownership is denied to all women. Tongan men enjoy proprietorial rights to a town allotment (for residence) and a tax or bush allotment (for food gardens). Women usually use land – remote bush allotments – which is owned by male family members, such as husbands, sons, or brothers. The heavy reliance on the remote gardens for daily sustenance prompted the women of Petani Village in 'Eua Island of turning idle town allotments that have been left unutilised and degraded by families who migrated overseas into productive food gardens. The SPC/GIZ Programme Coping with Climate Change in the Pacific Island Region (CCCPIR) supported the women to rehabilitate the plots and develop their capacities to establish agroforestry and intercropping systems as a resilient agriculture system. All labour was provided by the women and their families. By the end of 2015, seven 4-acre idle and degraded town allotments were transformed into productive food gardens. With so much idle land made productive, there was a surplus of crops. CCCPIR helped construct a small market for the women to sell the surplus produce and other knick knacks.



GENDER IMPACT

The example from Tonga demonstrates a commitment to promoting gender equality, women-led initiatives and gender mainstreaming that the SPC/GIZ project 'Coping with Climate Change in the Pacific Island Region' (CCCPIR) is known for. As part of its support to institutional mainstreaming within partner organisations the Pacific Gender and Climate Change Toolkit and associated training course was developed as a collaboration between the Secretariat of the Pacific Community, Secretariat of the Pacific Regional Environmental Programme, UN Women, UNDP, DFAT, Gender CC and GIZ/CCCPIR. It is a meant to support practitioners design and implement gender-responsive adaptation measures. On-going feedback is sought to ensure the Toolkit remains a living document.

GENDER –

A QUALITY FEATURE OF OUR WORK

Whilst land ownership for women may be restrictive in Tonga, the innovative approach adopted by the women of Petani allowed for women to access land. During the recent El Nino drought the garden provided a good supply of food to the households in Petani. In addition, the land management technologies on the once degraded allotments will reduce soil erosion and land degradation brought about by current and projected extreme and intense weather events and crop diversification contributes towards food availability as experienced in the 2015 El Nino drought event. These technologies and skills strengthen the role of women in ensuring food security for their families and local community. Seeing the success of the garden many other villages and women's groups are also interested in this initiative and as such this approach will be replicated in 7 other villages.



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FEMALE BANK AGENTS – THE BANK SAKHI APPROACH

RURAL FINANCIAL INSTITUTIONS PROGRAMME IN INDIA

24



CONTEXT AND INITIATIVE

Accessing financial services in rural India is still a big challenge for a lot of villagers, especially women and children. Bank branches often do not reach out to remote areas and branchless banking agents have not yet been able to close this last mile effectively. Against this background the Rural Financial Institutions Programme (RFIP) developed the “Bank Sakhis” (Hindi for “Bank Friends”) approach and initiated two pilot projects with Regional Rural Banks, Self-help Promoting Institutions and Corporate Business Correspondents in two states in 2012.



RFIP is a bilateral cooperation programme, jointly implemented by GIZ on behalf of the Government of the Federal Republic of Germany, and the National Bank for Agriculture and Rural Development (NABARD) on behalf of the Government of India. Bank Sakhis are female members of Self-Help Groups (SHGs) who have been trained in basic financial interactions and qualified to serve as banking agents. By the end of 2015, 90 SHG members were established as Bank Sakhis in their villages. They open accounts, take deposits, facilitate money transfer and disbursements and also loan and insurance services on behalf of their local bank. By

using laptops or Micro ATMs (small hand-held devices) and biometric identification details, they can provide all the services in real time. For each transaction they conduct, Bank Sakhis are being paid a commission by the bank, which covers their costs and enables them to earn an income.

GENDER – A QUALITY FEATURE FOR OUR WORK

Female Bank Sakhis have demonstrated a better performance in terms of fewer inactive accounts, lower agent attrition rates and higher customer satisfaction levels than conventional agents. As such this approach and first and foremost these women, who are trusted by the community, have effectively contributed to reaching the Government’s objectives of effective financial inclusion in the country. With the RFIP providing initial project management and capacity development (training materials and training of master trainers) the local partners quickly demonstrated a high level of identification and ownership over the programme. After the phasing out of the RFIP support, the partners continued, have extended the approach and even other banks have come forward and adopted the model. The National Bank for Agriculture and Rural Development for example has launched a nationwide replication of the approach among Commercial and Rural Banks. And with support from the World Bank the National Rural Livelihood Mission under the Ministry of Rural Development has integrated the Bank Sakhi model in their own approach and adopted it in 5 states.

GENDER IMPACT

The programme contributed to women’s economic empowerment and boosted gender equality in rural India. Being a Bank Sakhi triggered a huge change in women’s behaviour and attitude within a short time: The trained Bank Sakhis earn a steady income which provides them with more independence and respect in the community. Impact assessments by the RFIP have proven that both, the economic and the social empowerment of the Bank Sakhis, determine their motivation to continue this job. While Bank Sakhis offer their services to all villagers, a great part of their customers are women. Many of these women were financially illiterate before and often treated with little respect in bank branches or by male banking agents. As a result they did not have bank accounts and were in no position to saving their money in a safe place. Receiving banking services from a fellow woman has changed their perception and access to banking, which enables them to witness and enjoy the added value it brings to their lives and businesses. The RFIP together with its local project partners has set up comprehensive monitoring systems and processes, which help the stakeholders to track the performance of each Bank Sakhi and to provide necessary support at all times. The complete process has been documented in several toolkits and guidelines for replication by interested stakeholders.

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WALKING THE TALK IN YEMEN

TAKING ACTION IN TIMES OF BUSINESS CONTINUITY MANAGEMENT

CONTEXT AND INITIATIVE

Women in Yemen continue to face political and social discrimination shown in the ongoing practice of child marriage, low school enrolment rates, low access to reproductive health services, and weak labor force participation. During the political uprising in 2011, change for the better of the Yemeni women's situation seemed possible when for the first time women took to the streets side by side with men, and were included into the national dialogue conference. But the conflict escalation in 2014 and the beginning of the Saudi-led airstrikes on Yemen in March 2015 led to devastating consequences for civilians, particularly for women.



GENDER – A QUALITY FEATURE FOR OUR WORK

The GIZ Yemen Gender Focal Points Group “walks the talk”: For more than 2 years of working under Business Continuity Management conditions in war-torn Yemen the Gender Focal Points Group has developed six key areas so as to raise gender-awareness among GIZ projects in Yemen:

Awareness raising – implementation of gender days (women and men days), development of awareness raising materials, campaigning
Capacity development – offering gender train-

ings with national staff and with AVs as well as sensitization sessions for national colleagues
Analysis and M&E – analyzing gender issues for project designs and supporting the formulation of gender indicators

Networking – connecting with Yemeni actors in the field of gender, setting up a partnership with the Gender and Development Research Center at University of Sana'a

Knowledge management – setting up a gender library at the GIZ Office in Sana'a, publishing a newsletter, organizing DMS file

Project Implementation – gender focal persons advocating in their teams to consider aspects of equity and equality during the project activities



The six areas go hand in hand with a joint vision and an annual work plan including regular meetings of the Gender Focal Points Group (GFP) and tandems of national and international experts to ensure quality as well as capacity building measures.

GENDER IMPACT

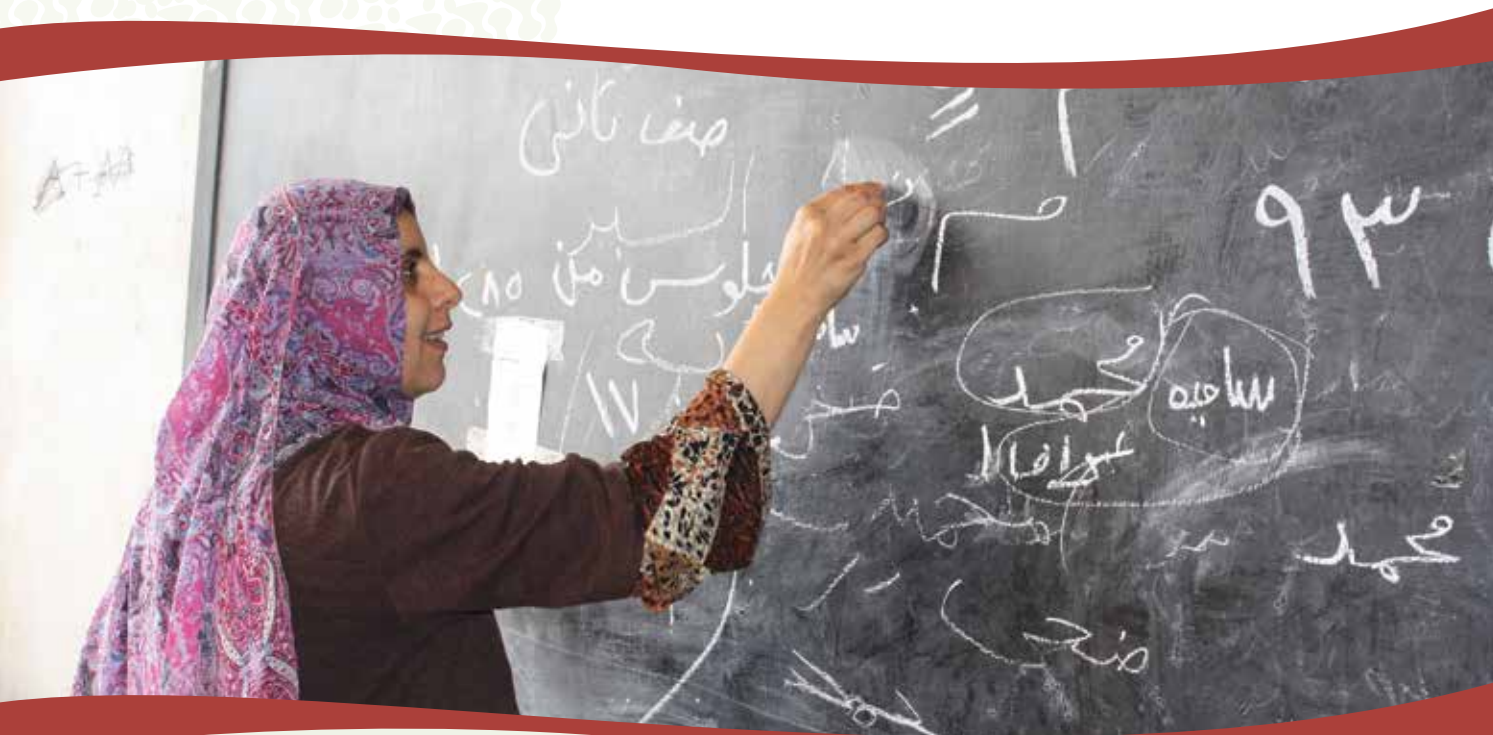
The Gender Focal Points Group Yemen – uniting 13 national and international col-

leagues from almost all projects – has become a vital element of the GIZ Yemen portfolio and its programmes.. The launch low-budget movie production “Women in leadership positions” on International Women's Day in Sana'a attracted many partners to think about the barriers of female labour participation in Yemen. Regular exhibitions on the occasion of the Men's Day in November and other men specific discussions have increased the understanding amongst national staff that gender is also related to masculinity. Since the GFP group supports the process of the gender analyses, the analyses have become practically oriented with hands-on recommendations. The programme managers from Yemen appreciate the benefits of the continuous work of the GFP group. Ute Nuber said: “Its members built up gender competencies that clearly have an impact on gender awareness of the whole programme team. This leads to more gender-sensitive project approaches and better results.” The work of the Gender Focal Points Group in Yemen is a living proof that gender-related issues matter in all of GIZ working fields and can be operationalized in fragile contexts, where they are especially needed.”

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EMPOWERING FEMALE FARMERS THROUGH WATER MANAGEMENT REFORMS

PARTICIPATION THROUGH EDUCATION IN EGYPT

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CONTEXT AND INITIATIVE

In Egypt, culturally ascribed norms and discriminatory social structures adversely affect women's economic resource allocation and educational training. Women are marginally represented in political and labour bodies, and labour force participation is low. Distinct gender disparities can be found in rural areas, where illiteracy rates among women are high (57% in 15-49 age group).



Irrigated agriculture is a key economic sector. While male farmers' urban migration has tremendously increased women farmers' responsibilities, they yet remain excluded from local water management planning in Water User Organisations (WUO), and a lack of literacy skills – a precondition for board membership – constrain their access to information and resources.

The Water Management Reform Programme (WMRP) commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) seeks to improve the

capacities of partner ministries and water users for implementing integrated water resource management. In order to raise women's participation in WUO boards, it focuses, amongst others, on the interlinked challenges of illiteracy and access to information. A tailored approach, in kind of a literacy curriculum specifically addressing women farmers' needs, was developed. It provides skills on farming and decision-making, and also focuses on unfair gender concepts and non-rights-based traditions, such as female genital mutilation/cutting.

In addition to the Ministry of Agriculture and Land Reclamation, WMRP extended its network of partners to the General Authority for Literacy and Adult Education and the NGO Future Eve for Egypt. The curriculum was developed via a participatory approach, and teachers were trained in the new content and a needs-based approach to teaching.

GENDER – A QUALITY FEATURE FOR OUR WORK

Class participants respond very positively to the new curriculum, as it directly relates to their day-to-day work and needs. In addition to the six pilots at village level in initially three governorates, the curriculum is currently applied in five more governorates. It is to be accredited as formal literacy programme at the national level. A further cooperation is developing: UNESCO has expressed its interest in adopting the curriculum in the broader MENA region in the course of 2016.

GENDER IMPACT

Throughout implementation, the activity was clearly documented, and progress was shared among programme stakeholders and with other GIZ projects in Egypt. In the long term, access of women farmers to education and skills in irrigated agriculture fosters their participation in decision-making processes. Women farmers have the capacities to efficiently express their needs, and while they have already shown a high interest in joining membership and boards of communal water management groups, they are now well prepared for it.



The activity improved GIZ's comprehensive approach to development by tackling a root cause of inequality, and empowering one of the most vulnerable groups of the Egyptian society to take matters into their own hands. It went beyond technical advisory services by focusing on existing human capital, and the need of the individual.

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PROMOTING WOMEN'S PARTICIPATION IN E-WASTE RECYCLING

DEVELOPPP PARTNERSHIP IN INDIA

CONTEXT AND INITIATIVE

The consumption of goods and services is growing rapidly in emerging markets with the rise in household incomes and population growth. Due to population growth and economic development in India, mobile phones are used by a large part of the population. People have come to buy new mobile phones and other electronic equipment like computers more regularly. In 2012, 221 million mobile phones were sold in India (across all brands). These unprecedented levels of consumption have led to highly negative environmental impacts, as a huge number of these electronic devices are not being recycled properly and end up as so-called electronic waste (e-waste).

Used phones go through multiple lifecycles and often end up with the informal sector for collection and recycling where crude methods, which may cause serious health and pollution problems, are used for the extraction of precious metals. Although in India, there are some recycling firms from the formal sector that undertake proper and environmentally sustainable recycling of e-waste, these are not connected to the informal sector, so that the waste collected by the informal sector remains treated in an unsustainable manner. As there are no links between collection by the informal sector and recycling by the formal sector, informal workers, which are mostly women, continue to dismantle e-waste themselves if they want to earn money.

In this context, the DeveloPPP (DPP) Partnership between GIZ India (on behalf of the German Federal Ministry for Economic Cooperation and Development) and the private sector Microsoft India Pvt. Ltd. was launched in 2012. The project's objective is to ensure that the collection and recycling of electronic waste (e-waste) from mobile phones and accessories is undertaken in a more efficient and sustainable way. The project addresses the issue at hand in two ways: (1) To integrate informal waste collectors into the recycling chain of e-waste and (2) to engage students and youth on sustainable consumption. For the first component an Agency named Self Employed Women's Association (SEWA) as chosen in order to implement the DPP project in Ahmedabad, Gujarat (India) for mainstreaming of the marginalized informal sector especially women workers.

GENDER – A QUALITY FEATURE FOR OUR WORK

The collection model set up by SEWA contributes to the political and economic empowerment of women waste pickers by ensuring their self-sufficiency. These women workers assigned to collect e-waste in the city act as change agents as they not only approached their fellow women workers towards safe handling of e-waste but also visited 500 shops, 100 schools, government offices, residential wards, multiplexes and malls to collect e-waste. SEWA is the first waste pickers union to be authorised as a col-

lection agency by a Producer – i.e. Microsoft. In fact this approach of a pilot model provides an example for countrywide replication and adoption by other municipalities, producers and bulk consumers. This model not only leads to social and economic empowerment but also reduces the adverse effects of the uncontrolled burning of e-waste by channelizing of the e-waste to formal recycling for safe handling, collection, dismantling and recycling of e-waste.

GENDER IMPACT

By working towards e-waste channelization and sustainable development, the initiative was able to enrich partnerships which were focussed on women's economic empowerment, inclusion and reduction of environmental pollution. The collection model contributes towards mitigating the health hazards to which informal waste collectors are exposed. Due to their formal involvement in the collection and recycling system of e-waste, informal waste collectors benefit from a more secure working environment on a long term basis. Hence, the project contributes towards enhancing the livelihoods of the waste collectors, at the same time increasing their income by 40%.

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MEN GET INVOLVED ...

NOT ONLY IN MAKING BABIES! – REPRODUCTIVE HEALTH PROJECT IN CAMEROON

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CONTEXT AND INITIATIVE

In Cameroon, culturally ascribed norms and discriminatory social structures adversely affect women's economic resource allocation and educational training. Women are marginally represented in political and labour bodies. In Cameroon as in many other African countries, traditions and relationships between men and women heavily influence societal behaviors, and more particularly the



behavior of women who constitute the less influential group. Everything is subject to hierarchy, and women do not have a strong voice even when it comes to making decisions about their own bodies and health. They are often considered as « goods » that belong to the men « who can enjoy them as they please ». Children are considered a gift of God and women cannot decide how many of them they wish to bear. Men are the wardens of such traditions and guarantee that the latter are upheld through education and perpetuated values. The project «PASaR II» works on behalf of BMZ with decentralized authorities and involves particularly men in family planning activities in order to—bring about real social change.

GENDER – A QUALITY FEATURE FOR OUR WORK

The project supports the Cameroon Ministry of Health (MoH) in the reduction of maternal and infant mortality through three main areas: increasing the contraceptive coverage in target regions, improve the quality of midwifery training and the integration of midwives in the national health system, and support reproductive health promotion on community level. The main partners of the project are the regional offices of public health, the regional funds for the promotion of health, three midwifery training schools and the human resources department of the Ministry of Public Health as well as the family health department of the MoH .

Political, traditional and religious leaders are involved. These are predominantly men who can influence traditions and the male's population's perception of reproductive health. Family Planning (FP)-Providers offer counseling to couples and many men in the «Family Planning champion couples» are committed and engage in peer education to address other men during home visits and in various public gatherings. Quarterly monitoring and annual work plan meetings allow for the GIZ gender focal point to coordinate the implementation and monitoring of the approach's realization.



GENDER IMPACT

Various qualitative and quantitative data show a growing trend that women autonomously decide when it is best for them to become pregnant and thus expand the scope of their decision-making.

Well aware, men make good decisions for the health of the family, and the woman supported by her partner can enjoy the various benefits of FP.

The orientation on gender equality in reproductive health is also instrumental in facilitating geographic accessibility for rural women, financial accessibility for the poor, and socio-cultural accessibility for specific groups.

Gender equality not only improves the quality of life of families, but has direct impact in the fight for the reduction of maternal and infant mortality.

The project noted an impressive gain in couples' demand for counseling in the choice of a contraceptive method: the level of acceptance of modern FP methods increased from 2% in 2012 to 15% in 2015. In 2011, there were 135 health centers (HC) offering FP. Nowadays, there are 500 of them, which corresponds to a 370% increase in coverage.

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STRIVING TOWARDS GENDER EQUALITY AND SOCIAL INCLUSION

INCLUSIVE DEVELOPMENT OF THE ECONOMY PROGRAMME IN NEPAL

CONTEXT AND INITIATIVE

In Nepal unequal power relations are not just limited to men and women but also between different castes and social groups. A gender focus alone would not find political nor societal acceptance. Rather a broader promotion of inclusiveness (women, conflict affected, differently-abled, ethnic and religious minorities) – **the Gender Equality and Social Inclusion (GESI) approach** – is needed to mobilise partners and eventually make a difference. Therefore gender AND social inclusion through economic development is the core focus of all interventions of the Nepal-German Inclusive Development of the Economy Programme (INCLUDE), commissioned by the German Ministry for Economic Cooperation and Development. INCLUDE particularly aims at systemic improvements allowing for change in set-up and performance capabilities of partners and further actors. In five project districts in the western region of Nepal, INCLUDE supports its partner institutions in improving public-private dialogues as well as in upgrading institutional capacities of and developing services for selected partners. In addition, economic participation of target groups is promoted via the support of selected value chains. Moreover, the programme tries to transfer successful approaches from district to national level and to develop innovative ideas for an improved cooperation between the partners. Furthermore, INCLUDE fosters Corporate Social Responsibility (CSR) and Business Ethics in the private sector and applies the Riverbed Farming approach so as to reach out to the most disadvantaged groups.

GESI –

A QUALITY FEATURE OF OUR WORK!

INCLUDE's GESI guidelines focus on the need for action to re-balance power relations for all individuals regardless of their social identity. The guidelines help to steer all INCLUDE's decision making processes both internally as well as within its partner organisations which are guided by three main aspects:

- Working in a post-conflict context, the do-no-harm principles, combined with pro-GESI decisions are most important when selecting partner organisations; therefore, GESI criteria are followed when identifying and selecting new partner organisations.
- Partner organisations are then guided towards a strategic plan in which GESI finds full integration; together with the partners, areas for GESI interventions are identified and implemented.
- Strengthening the partner organisations to continuously embrace and live the GESI concept by building their capacity to mainstream GESI in their governance, strategy, processes and services.

GESI IMPACT

INCLUDE works with a value chain approach, mainly through partner cooperatives, in the sectors of honey, medicinal and aromatic plants, dairy and riverbed farming. Till date, more than 7.500 disadvantaged people, including 3.080 women, earn a sustainable income as producers in one of these value chains. With the technical support of INCLUDE in mainstreaming GESI, the Airawati Multipurpose Cooperative (AMC)

was successful to grab subsidized loans for their inclusiveness in membership and benefit sharing modality worth NPR 5 Million in 2013 and again in 2015. Of these loans 42% have been provided to women and 11% to other disadvantaged groups.

“Hamri Bahini – The Green Angels”, is a social enterprise run by the Himalayan Climate Initiative (HCI) and initiated with technical support of INCLUDE. Hamri Bahini produces cotton bags and creates respectable green jobs for young women who otherwise hardly have a chance in the labor market due to their origin or their low formal education. Till date, the enterprise has created 23 full time and 40 part time jobs to disadvantaged women.

“Nagar Mitra – Friends of the City”, also a HCI initiative in cooperation with INCLUDE, improves the living conditions of highly stigmatized waste workers by establishing a PET recollection social enterprise in Kathmandu. After just one year of its launch, Nagar Mitra works with 498 waste workers for PET bottle collection and directly employs 11 disadvantaged women for the sorting and bailing of PET bottles.

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GENDER EQUAL MANAGEMENT OF NATURAL RESOURCES

WATER RETENTION SYSTEMS IN THE SAHEL REGION IN CHAD

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CONTEXT AND INITIATIVE

In Chad, especially in rural areas, women are « key-actors » and play a more and more important role in development. The food and cash crop production is almost uniquely performed by women and about 80% of working hours devoted to production are contributed by them. Traditionally, women do not have the same rights as men regarding access to natural resources, or participation in decision making and income distribution.



The project, commissioned by the Swiss Agency for International Cooperation and Development and carried out by GIZ International Services, initiated the development of local conventions for the management of resources, in close collaboration with local authorities. These conventions aim at giving women the same opportunities of access to resources as men have. A further initiative to involve women in local decision making is to integrate them into associations that manage the building of the water retention systems ("Groupements de Gestion des Ouvrages" – GGO). Finally the project strengthened the participation of women in the technical trainings and through other support given by the project.

GENDER –

A QUALITY FEATURE FOR OUR WORK

The sustainability and quality of the work conducted by the project is underpinned by the increased access of women to natural resources, better income distribution and women's participation in decision making. There is a strong request for support by the beneficiaries and partners regarding the local conventions that allow the above.

The effectiveness of the gender approach has been the subject of a mission by a filmmaker from Niger, Mr. Malam DANGARBAMA, in the village of Tahous. From 27/11 to 03/12/2015 a film production was realized to capitalize on the initiatives of the project in order to promote them further and better.

Furthermore, our approach serves as a reference for other development agents. The commitment of GIZ International Services in this domain results in a particular acknowledgment by the beneficiaries.



GENDER IMPACT

The local conventions have allowed more women to access natural resources. The integration of women in the GGO's allows their



participation in the respective decision making processes.

Through the training sessions and support in equipment, women acquired knowledge about improved agricultural techniques. According to the monitoring and evaluation system, the support provided has enabled women to increase their food/cash crops production and hence their income.

The average income of women targeted by the project was 268 000 FCFA (~ 409 EUR) in 2015 against 103 256 FCFA (~157 EUR) as stated in the base line, which is a 260% increase in income. Also, a survey of producers made by the project in April 2015 shows that the number of farmers increased from 324 to 384, of which 175 are female producers.

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GENDER MAINSTREAMING IN TRANSBOUNDARY WATER MANAGEMENT

GENDER AND WATER GOVERNANCE IN THE SADC REGION

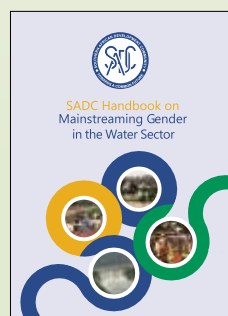
CONTEXT AND INITIATIVE

The management of water resources is still predominantly a male domain in Southern Africa. However, there are crucial differences between women and men in both the access to and the use of water. As main providers women have an important role to play, yet their interests are still underrepresented in the management of water resources. For, among others, these reasons the SADC member states have signed a Gender Protocol in 2008 in which they agree to strengthen women, abolish any form of discrimination and achieve gender equity and equality by ensuring that all policies, programmes and plans adequately address the specific needs of both women and men.

GENDER – A QUALITY FEATURE FOR OUR WORK

The GIZ Transboundary Water Management in SADC Programme, co-financed by the UK's DFID and Australia's DFAT, has implemented a Gender Mainstreaming project jointly with the SADC Water Division. The objective was to increase awareness and capacities of decision-makers in the water sector and ensure that concerns of gender equity are adequately addressed. To achieve this, SADC established a Community of Practice of Gender Focal Points (GFP) in all 15 member states' water departments. The GFPs constitute the link between sovereign governments, river basin organisations managing transboundary rivers and SADC. All GFPs were repeatedly trained to fulfil their mandate effectively and were supported to

develop national action plans. While gender mainstreaming is still not a priority for many member states in practice, some departments have started to allocate specific budgets. Also, GFPs are increasingly invited to basin level steering bodies.



developed alongside guidelines for river basin organisations to ensure gender equity throughout their operations.

Finally all major river basin organisations were supported to conduct gender analyses and strategies and work plans were developed to increase gender mainstreaming measures on the basin level.

To provide entry-points for water managers, the project also supported gender mainstreaming approaches in three community-based water projects, showcasing how best a gendered perspective can be incorporated in project plans.

In addition the project developed a number of training and awareness materials to increase capacities of all stakeholders. A training manual specifically targeting water managers was

GENDER IMPACT

While no direct impacts on gender equity can be measured in a two-year project, many processes appear promising. By the end of the project more than 40% of all members of steering and advisory committees were women ensuring a more balanced perspective and incorporating female interests. Furthermore, two major river basin organisations have started to implement their work plans on gender mainstreaming and have committed to increased efforts to adequately represent ALL water users. Also, the SADC ministers responsible for gender and for water management applauded the project's achievements and pledged further support to addressing gender equity in the water sector. Finally, SADC has incorporated a strong gender mainstreaming approach in its new five year action plan for the water sector building on continued engagement of the GFP Community of Practice.



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ACCESS TO FINANCE FOR WOMEN

PROMOTING GENDER SENSITIVE NATIONAL FINANCIAL INCLUSION PROCESSES IN MENA

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CONTEXT AND INITIATIVE

Gender equality concerning the access to financial resources is a key issue in order to promote the empowerment of women as well as economic growth and sustainable development. In the MENA region, only 18 percent of adults have an account at a formal financial institution while this share is but half for women (Global Findex, 2014). The high rate of exclusion of women from the financial system is closely correlated with high poverty rates and a large share of women who do not hold formal wage-earning employment. Additionally, legal and cultural barriers also play a role in keeping women financially excluded.

Our programs promote policy dialogue related to financial sector development. MFMR and MFW4A work closely together to raise awareness among policymakers and relevant stakeholders of women's distinct financial needs in MENA, drawing on lessons learnt from countries in Sub-Saharan Africa where MFW4A has accompanied similar reform processes.



In attendance: Graça Machel, Gill Marcus (Ex-Governor South Africa) and Ernesto Gove (Governor Mozambique)

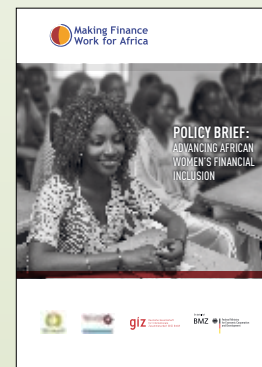
GENDER – A QUALITY FEATURE FOR OUR WORK

Partner, who initially were reluctant, tend to see more value in the topic of financial empowerment of women if there is underlying data and examples from peers. In cooperation with New Faces New Voices (NFNV) – an Africa-wide advocacy group for women in finance – we provide platforms for dialogue and exchange.

The topic gets continuous attention from policy makers and development partners. CGAP (Consultative Group to Assist the Poor), AFI (Alliance for Financial Inclusion), AMF (Arab Monetary Fund) and Sanabel (Microfinance Network of the Arab Countries) are interested in contributing with GIZ to the high-level policy forum on “Advancing women's financial inclusion in the MENA Region” that will take place in November 2016.

GENDER IMPACT

In order to show policy makers and other stakeholders what could be done to facilitate women's access to financial services and to achieve better outcomes for men and women alike, a Policy Brief: Advancing African Women's Financial Inclusion was developed under the umbrella of MFW4A. It was presented to policymakers from the MENA region during a high-level conference on Financial Inclusion and Employment in Egypt in November 2015. Our programs brought the Africa wide policy recommendations to the national level in Egypt. We underpinned the broad policy recommenda-



tions with country-specific data and research. A market assessment was conducted to look at the supply, demand, and enabling

environment for increasing access to financial services for women.

From our work we experienced that having a national leader championing the initiative is vital and necessary to drive the process. It is important to have role models and innovative ideas that are promoted. This is why GIZ together with Sanabel promotes the development of innovative financial services for women in the Arab Countries. The annual GIZ/Sanabel Award recognizes Microfinance Institutions that demonstrate innovative approaches to enhance women's access to financial services.

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RESILIENCE THROUGH VALUE CHAINS

EMPOWERING FEMALE FARMERS IN MADAGASCAR

CONTEXT AND INITIATIVE

The regions of Androy, Anosy and Atsimo Atsinanana, where 89% of households practice agricultural activities with low yields, are among the least developed parts of Madagascar. About 18% of these households are led by women, still being in a marginalized position in the local society. In a stereotype about women they are described as «fragile furniture, whose main duty is to procreate and take care of the family, instead of making a living». Frequent and largely accepted practices such as polygamy or extra marital affairs incite men to leave wife and children behind without any source of income.



The transitional development assistance project “Resilience through value chains” commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and co-financed by the EU aims to increase the income of 6.000 women in the target area by 30% until 2017 – predominantly addressing female headed households – by including them in agricultural value chains.

GENDER – A QUALITY FEATURE FOR OUR WORK

The project has chosen and promotes four value chains suitable for women in terms of



skills, need of time and the potential income: Castor Oil, Honey, Bean/Cowpea and Goat. For each value chain GIZ provides material and training in order to professionalize women and make them familiar with modern techniques. To ensure that these women farmers will sell their products, GIZ connects them with private companies. The project cooperates with two companies for castor oil, two for honey, and two for Beans/Cowpeas.

In some value chains, the project promotes specific activities for women: 200 women have been trained in modernized transformation techniques of cosmetic castor oil. Also, 200 women are being trained in transforming bee wax into cosmetic products and handicrafts.

GENDER IMPACT

The monitoring system of the project includes gender specific distinctions/ gender-disaggregated data for its indicators for every support provided. 6000 women have

profited so far from training and material support. The evaluation of the income increase has shown that an increase by 30% for each value chain will be exceeded. Monitoring in the rural communities shows that women gain self-confidence and become more active and independent. Even more important, they are no more afraid of speaking out for themselves. The recent mid-term evaluation of the project stated also that women involved in the project are proud of what they have accomplished until now; especially those, working in transformation processes, because they are acknowledged as craftswomen.

One success story of the project turns around a woman called Filao in the village of Ambory in Androy (heading photo). Her husband dropped her for another woman, but she managed to increase her annual income through castor bean cultivation by eight times and earned 100 euro in one season. She used the money for sending her children to school and bought a bicycle for her elder son, so that he could attend classes in the secondary school easily. The craftswomen increased the price of their oil from 1 euro to 2.5 euro per liter and they can sell outside the village now, because the quality has improved.


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The 20 best GLZ Gender Competition Entries 2016 according to their Contributions to International, Regional and German Commitments

1. GLOBE: BACKUP HEALTH – TOWARDS GENDER SENSITIVITY IN GLOBAL FUND PROGRAMMES

SDGs/Agenda 2030	 Good Health (3.3, 3.7, 3.8)	 Gender Equality (5.1, 5.2, 5.5, 5.6, 5.9)	 Reduced Inequalities (10.3)	 Partnerships for the Goals (17.6, 17.9, 17.14, 17.17, 17.18)
Addis Ababa Action Agenda	– committed to women's and girls' equal rights and opportunities in political and economic decision-making and resource allocation and to removing any barriers that prevent women from being full participants in the economy.			
Leader's Declaration G7 Summit	– supporting the commitment to continue the work to promote gender equality as well as full participation and empowerment for all women and girls. (see key goals and commitments).			
EU Gender Action Plan (Thematic Priorities)	B. Physical and Psychological Integrity (10., 11.)			
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> – 3.7. Health, inclusive sexual and reproductive health and rights – 4.1. Engaging with female and male actors – 4.2. Overcoming multiple discrimination – 4.3 Gender-sensitive development financing – 4.6. Implementing a gender-based approach 			

2. MEXICO: PIONEERING WOMEN'S EMPOWERMENT THROUGH SUSTAINABLE ENERGY



SDGs/Agenda 2030	 Quality Education (4.3, 4.5, 4.7, 4.a)	 Gender Equality (5.1, 5.5, 5.c)	 Renewable Energy	 Economic Growth (8.5)	 Sustainable Cities and Communities	 Climate Action (13.b)
Addis Ababa Action Agenda	<ul style="list-style-type: none"> – committed to women's and girls' equal rights and opportunities in political and economic decision-making and resource allocation and to removing any barriers that prevent women from being full participants in the economy. – scale up investment in science, technology, engineering [...] ensuring equal access for women and girls and encouraging their participation therein. – promote access to technology and science for women – work towards harmonizing the various initiatives on sustainable business and financing, identifying gaps, including in relation to gender equality – encourage increased investments in female-owned companies or businesses 					
Leader's Declaration G7 Summit	<ul style="list-style-type: none"> – make girls and women aware of the possibility of becoming entrepreneurs. We will address the specific needs of women entrepreneurs, e. g. by promoting their access to finance, markets, skills, leadership opportunities and networks. – commit to increasing the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures by one third (compared to "business as usual") by 2030. – foster access to quality jobs for women and to reduce the gender gap in workforce participation 					
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (13., 14.)					
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> – 3.5. Education – 3.6. Economic empowerment – 3.9. Climate change – 4.6. Implementing a gender-based approach 					

3. GHANA: FEMALE PROFESSIONALS IN ELECTRONICS



SDGs/Agenda 2030	 Quality Education (4.3, 4.5, 4.7, 4.a)	 Gender Equality (5.1, 5.5, 5.c)	 Economic Growth (8.5)
Addis Ababa Action Agenda	<ul style="list-style-type: none"> - committed to women's and girls' equal rights and opportunities in political and economic decision-making and resource allocation and to removing any barriers that prevent women from being full participants in the economy. - scale up investment in science, technology, engineering [...] ensuring equal access for women and girls and encouraging their participation therein. - promote access to technology and science for women. 		
Leader's Declaration G7 Summit	<ul style="list-style-type: none"> - commit to increasing the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures by one third (compared to "business as usual") by 2030. - foster access to quality jobs for women and to reduce the gender gap in workforce participation. 		
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (13., 14.)		
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> - 3.5. Education - 3.6. Economic empowerment 		

4. ECUADOR: ComVoMujer – TOGETHER WE ARE RESPONSIBLE: APPLICATION OF SMART PREVENTION

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SDGs/Agenda 2030	 Gender Equality (5.1, 5.2, 5.b, 5.c)	 Partnerships for the Goals
Addis Ababa Action Agenda	<ul style="list-style-type: none"> - encourage the private sector to contribute to advancing gender equality through striving to ensure women's full and productive employment [...] as well as protecting them against discrimination and abuse in the workplace. 	
Leader's Declaration G7 Summit	<ul style="list-style-type: none"> - support our partners in developing countries and within our own countries to overcome discrimination, sexual harassment, violence against women and girls and other cultural, social, economic and legal barriers to women's economic participation. 	
EU Gender Action Plan (Thematic Priorities)	B. Physical and Psychological Integrity (7.)	
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> - 3.3. Violence against women and girls 	

5. CAMBODIA: ENDING VIOLENCE AGAINST WOMEN AND GIRLS IN CAMBODIA

SDGs/Agenda 2030	 Gender Equality (5.1, 5.2, 5.c)	 Peace and Justice (16.3)
Addis Ababa Action Agenda	<ul style="list-style-type: none"> - strengthen [regional], national and subnational institutions to [prevent] eliminate all forms of violence [...] against [...] women and [children] girls in accordance with international human rights law. 	
Leader's Declaration G7 Summit	<ul style="list-style-type: none"> - support our partners in developing countries and within our own countries to overcome discrimination, sexual harassment, violence against women and girls 	
EU Gender Action Plan (Thematic Priorities)	B. Physical and Psychological Integrity (7., 10.)	
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> - 3.3. Violence against women and girls 	

6. BANGLADESH: 'THINKING GENDER' EVERY STEP OF THE WAY

SDGs/Agenda 2030	 Good Health (3.5)	 Gender Equality (5.1, 5.2, 5.c)	 Reduced Inequalities (10.2, 10.3)	 Peace and Justice (16.1, 16.3, 16.5)	 Partnerships for the Goals (17.18)
Addis Ababa Action Agenda	<ul style="list-style-type: none"> recommit to adopting and strengthening sound policies and enforceable legislation and transformative actions for the promotion of gender equality and women's and girls' empowerment at all levels, to ensure women's equal rights, access and opportunities for participation and leadership in the economy and to eliminate gender-based violence and discrimination in all its forms. promote and enforce non-discriminatory laws, social infrastructure and policies for sustainable development, as well as enable women's full and equal participation in the economy, and their equal access to decision-making processes and leadership. increase transparency and equal participation in the budgeting process, and promote gender responsive budgeting and tracking. 				
Leader's Declaration G7 Summit	<ul style="list-style-type: none"> commitment to continue our work to promote gender equality as well as full participation and empowerment for all women and girls. support our partners in developing countries and within our own countries to overcome discrimination, sexual harassment, violence against women and girls. 				
EU Gender Action Plan (Thematic Priorities)	B. Physical and Psychological Integrity (7.) D. Political and civil rights – Voice and Participation (17., 19.)				
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> 3.1. Access to justice for women and girls, political participation, voice, leadership 4.6. Implementing a gender-based approach 				

7. AFGHANISTAN: GREAT ACHIEVEMENTS SINCE THE TALIBAN'S FALL

SDGs/Agenda 2030	 Quality Education (4.3, 4.5, 4.7, 4.a)	 Gender Equality (5.1, 5.5, 5.c)	 Economic Growth (8.5)	 Reduce Inequality (10.2)
Addis Ababa Action Agenda	<ul style="list-style-type: none"> committed to women's and girls' equal rights and opportunities in political and economic decision-making and resource allocation and to removing any barriers that prevent women from being full participants in the economy. promote and enforce non-discriminatory laws, social infrastructure and policies for sustainable development, as well as enable women's full and equal participation in the economy. 			
Leader's Declaration G7 Summit	<ul style="list-style-type: none"> implement economic and social reform to achieve inclusive growth especially for women and youth, including by fostering responsible financial inclusion. commit to increasing the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures by one third (compared to "business as usual") by 2030. foster access to quality jobs for women and to reduce the gender gap in workforce participation. 			
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (13., 14.)			
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> 3.5. Education 3.6. Economic empowerment 4.6. Implementing a gender-based approach 			

8. YEMEN: SUPPORTING BUSINESS WOMEN IN TIMES OF WAR

SDGs/Agenda 2030	 Gender Equality (5.1, 5.5, 5.c)	 Economic Growth (8.5)	 Reduced Inequalities (10.2)
Addis Ababa Action Agenda	<ul style="list-style-type: none"> committed to women's and girls' equal rights and opportunities in political and economic decision-making and resource allocation and to removing any barriers that prevent women from being full participants in the economy. encourage increased investments in female-owned companies or businesses. 		
Leader's Declaration G7 Summit	<ul style="list-style-type: none"> make girls and women aware of the possibility of becoming entrepreneurs. We will address the specific needs of women entrepreneurs, e.g. by promoting their access to finance, markets, skills, leadership opportunities and networks. commit to increasing the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures by one third (compared to "business as usual") by 2030. to foster access to quality jobs for women and to reduce the gender gap in workforce participation. 		
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (13., 14., 15.)		
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> 3.6. Economic empowerment 4.6. Implementing a gender-based approach 		

9. COMPACI: GOOD PRACTICES OF GENDER IN COTTON PRODUCTION

SDGs/Agenda 2030	 No Hunger (2.)	 Gender Equality (5.5, 5.c),	 Economic Growth (8.5)	 Reduced Inequalities (10.2)	 Partnerships for the Goals
Addis Ababa Action Agenda	<ul style="list-style-type: none"> – committed to women's and girls' equal rights and opportunities in political and economic decision-making and resource allocation and to removing any barriers that prevent women from being full participants in the economy. – focus our efforts on smallholders and women farmers, as well as on agricultural cooperatives and farmers' networks. – recognizing the critical role of women as producers and traders, we will address their specific challenges in order to facilitate women's equal and active participation in domestic, regional and international trade. – encourage the private sector to contribute to advancing gender equality through striving to ensure women's full and productive employment and decent work, equal pay for equal work or work of equal value, and equal opportunities, as well as protecting them against discrimination and abuse in the workplace. 				
Leader's Declaration G7 Summit	– we will ensure our actions continue to empower women, smallholders and family farmers as well as advancing and supporting sustainable agriculture and food value chains.				
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (15.)				
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> – 3.2. Rural Development, agriculture and food security – 3.6. Economic empowerment – 4.6. Implementing a gender-based approach 				

10. FIJI: TRANSFORMING DEGRADED LAND INTO PRODUCTIVE FOOD GARDENS

SDGs/Agenda 2030	 No Hunger (2.2, 2.3)	 Gender Equality (5.a)	 Climate Action (13.b)
Addis Ababa Action Agenda	<ul style="list-style-type: none"> – give women equal rights with men to economic resources, including access to ownership and control over land and other forms of property, credit, inheritance, natural resources – strengthen our efforts to enhance food security and nutrition and focus our efforts on smallholders and women farmers 		
Leader's Declaration G7 Summit	– ensure our actions continue to empower women, smallholders and family farmers as well as advancing and supporting sustainable agriculture and food value chains.		
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (15.)		
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> – 3.2. Rural Development, agriculture and food security – 3.9. Climate Change 		

11. INDIA: FEMALE BANK AGENTS – THE BANK SAKHI APPROACH

SDGs/Agenda 2030	 No Hunger (2.2, 2.3)	 Gender Equality (5.a)	 Economic Growth (8.10)
Addis Ababa Action Agenda	<ul style="list-style-type: none"> – committed to women's and girls' equal rights and opportunities in political and economic decision-making and resource allocation and to removing any barriers that prevent women from being full participants in the economy. – harmonizing the various initiatives on sustainable business and financing, identifying gaps, including in relation to gender equality 		
Leader's Declaration G7 Summit	<ul style="list-style-type: none"> – implement economic and social reform to achieve inclusive growth especially for women and youth, including by fostering responsible financial inclusion – commit to increasing the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures by one third (compared to "business as usual") by 2030. – foster access to quality jobs for women and to reduce the gender gap in workforce 		
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (13., 14., 15.)		
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> – 3.6. Economic empowerment – 4.6. Implementing a gender-based approach – 4.7. Strengthening women's organizations 		

12. YEMEN: WALKING THE TALK IN YEMEN

SDGs/Agenda 2030	 Quality Education (4.3)	 Gender Equality (5.1, 5.5, 5.c)	 Economic Growth (8.5)	 Reduced Inequalities (10.2)
Addis Ababa Action Agenda	- committed to women's and girls' equal rights and opportunities in political and economic decision-making and resource allocation and to removing any barriers that prevent women from being full participants in the economy			
Leader's Declaration G7 Summit	- reaffirm our commitment to continue our work to promote gender equality as well as full participation and empowerment for all women and girls. - Women's Empowerment Principles			
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (13., 14.)			
BMZ Gender Action Plan II (Thematic and Action Areas)	- 4.1. Engaging with female and male actors - 4.6. Implementing a gender-based approach - 3.5. Education - 3.6. Economic empowerment - 4.5. Gender competence and gender knowledge management - 4.6. Implementing a gender-based approach			

13. EGYPT: EMPOWERING EGYPTIAN WOMEN FARMERS THROUGH WATER MANAGEMENT REFORMS

SDGs/Agenda 2030	 No Hunger (2.3),	 Quality Education (4.3, 4.5, 4.7)	 Gender Equality (5.1, 5.5, 5.a, 5.c)	 Reduced Inequalities (10.2)
Addis Ababa Action Agenda	- committed to women's and girls' equal rights and opportunities in political and economic decision-making and resource allocation and to removing any barriers that prevent women from being full participants in the economy.			
Leader's Declaration G7 Summit	- commit to increasing the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures by one third (compared to "business as usual") by 2030.			
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (13., 16.)			
BMZ Gender Action Plan II (Thematic and Action Areas)	- 3.1. Access to justice for women and girls, political participation, voice, leadership - 3.2. Rural Development, agriculture and food security - 3.5. Education - 4.6. Implementing a gender-based approach			

14. INDIA: PROMOTING WOMEN'S PARTICIPATION IN E-WASTE RECYCLING

SDGs/Agenda 2030	 Gender Equality (5.1, 5.a)	 Economic Growth (8.5)
Addis Ababa Action Agenda	- harmonizing the various initiatives on sustainable business and financing, identifying gaps, including in relation to gender equality - encourage the private sector to contribute to advancing gender equality through striving to ensure women's full and productive employment.	
Leader's Declaration G7 Summit	- achieve inclusive growth especially for women and youth, including by fostering responsible financial inclusion.	
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (14.)	
BMZ Gender Action Plan II (Thematic and Action Areas)	- 3.6. Economic empowerment - 4.7. Strengthening women's organizations - 4.6. Implementing a gender-based approach	

15. CAMEROON: MEN GET INVOLVED...


SDGs/Agenda 2030	 Good Health (3.7)	 Gender Equality (5.1, 5.6)
Leader's Declaration G7 Summit	- supporting the renewal of the Global Strategy for Women's, Children's and Adolescents' Health	
EU Gender Action Plan (Thematic Priorities)	B. Physical and Psychological Integrity (10., 11.)	
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> - 3.7. Health, inclusive sexual and reproductive health and rights - 4.1. Engaging with female and male actors - 4.6. Implementing a gender-based approach 	

16. NEPAL: INCLUDE – STRIVING TOWARDS GENDER EQUALITY AND SOCIAL INCLUSION

SDGs/Agenda 2030	 Gender Equality (5.1, 5.a, 5.c)	 Economic Growth (8.5)	 Reduced Inequalities (10.2)
Addis Ababa Action Agenda	<ul style="list-style-type: none"> - committed to women's and girls' equal rights and opportunities in political and economic decision-making and resource allocation and to removing any barriers that prevent women from being full participants in the economy. - encourage the full and equal participation of women and men, including persons with disabilities, in the formal labor market. 		
Leader's Declaration G7 Summit	<ul style="list-style-type: none"> - commit to increasing the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures by one third (compared to "business as usual") by 2030. - foster access to quality jobs for women and to reduce the gender gap in workforce participation. 		
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (13., 14., 15.)		
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> - 3.6. Economic empowerment - 4.6. Implementing a gender-based approach 		

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17. CHAD: GENDER EQUAL MANAGEMENT OF NATURAL RESOURCES

SDGs/Agenda 2030	 No Hunger (2.3)	 Quality Education (4.3, 4.5, 4.7)	 Gender Equality (5.1, 5.a, 5.c)
Addis Ababa Action Agenda	- give women equal rights with men to economic resources, including access to ownership and control over land and other forms of property, credit, inheritance, natural resources.		
Leader's Declaration G7 Summit	- commit to increasing the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures by one third (compared to "business as usual") by 2030.		
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (15.) D. Political and civil rights – Voice and Participation (17.)		
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> - 3.2. Rural Development, agriculture and food security - 3.5. Education - 4.1. Engaging with female and male actors - 4.6. Implementing a gender-based approach 		






18. AFRICA REGIONAL: GENDER MAINSTREAMING IN TRANSBOUNDARY WATER MANAGEMENT

SDGs/Agenda 2030	 Gender Equality (5.1, 5.5 5.a, 5.c)	 Clean Water and Sanitation
Addis Ababa Action Agenda	<ul style="list-style-type: none"> – give women equal rights with men to economic resources, including access to ownership and control over land and other forms of property, credit, inheritance, natural resources. – promote and enforce non-discriminatory laws, social infrastructure and policies for sustainable development. 	
Leader's Declaration G7 Summit	– reaffirm our commitment to continue our work to promote gender equality as well as full participation and empowerment for all women and girls.	
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (15.)	
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> – 3.2. Rural Development, agriculture and food security – 3.8. Provision of water and sanitation – 4.3. Gender responsive budgeting – 4.5. Gender competence and gender knowledge management – 4.6. Implementing a gender-based approach 	

19. MENA: ACCESS TO FINANCE FOR WOMEN

SDGs/Agenda 2030	 No Poverty (1.4, 1.b)	 Gender Equality (5.1, 5.a, 5.c)	 Economic Growth (8.5, 10)	 Reduced Inequalities (10.2)
Addis Ababa Action Agenda	<ul style="list-style-type: none"> – committed to women's and girls' equal rights and opportunities in political and economic decision-making and resource allocation and to removing any barriers that prevent women from being full participants in the economy. – harmonizing the various initiatives on sustainable business and financing, identifying gaps, including in relation to gender equality. 			
Leader's Declaration G7 Summit	<ul style="list-style-type: none"> – implement economic and social reform to achieve inclusive growth especially for women and youth, including by fostering responsible financial inclusion. – to foster access to quality jobs for women and to reduce the gender gap in workforce participation. 			
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (14., 15.) D. Political and civil rights – Voice and Participation (18.)			
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> – 3.6. Economic empowerment – 4.7. Strengthening women's organizations – 4.6. Implementing a gender-based approach 			

20. MADAGASCAR: RESILIENCE THROUGH VALUE CHAINS

SDGs/Agenda 2030	 No Poverty (1.4)	 No Hunger (2.3)	 Quality Education (4.3),	 Gender Equality (5.1, 5.a, 5.c)	 Economic Growth (8.5)
Addis Ababa Action Agenda	<ul style="list-style-type: none"> – committed to women's and girls' equal rights and opportunities in political and economic decision-making and resource allocation and to removing any barriers that prevent women from being full participants in the economy. – focus our efforts on smallholders and women farmers, as well as on agricultural cooperatives and farmers' networks. 				
Leader's Declaration G7 Summit	<ul style="list-style-type: none"> – ensure our actions continue to empower women, smallholders and family farmers as well as advancing and supporting sustainable agriculture and food value chains. – commit to increasing the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures by one third (compared to "business as usual") by 2030. 				
EU Gender Action Plan (Thematic Priorities)	C. Economic, Social and Cultural Rights – Economic and Social Empowerment (13., 14., 15.)				
BMZ Gender Action Plan II (Thematic and Action Areas)	<ul style="list-style-type: none"> – 3.2. Rural Development, agriculture and food security – 3.5. Education – 3.6. Economic empowerment – 4.6. Implementing a gender-based approach 				

More on Gender Equality: New and Innovative

Documentary on Recycling: *Nagar Mitra*, GIZ Nepal

https://www.youtube.com/watch?v=_oti4MGOPwk

GIZ Gender Glossary, GIZ Indonesia

<https://dms.giz.de/dms/lisapi.dll?func=ll&objaction=overview&objid=103211912>

GIZ Publication: Strengthening Women's Political Participation – best practice examples

<https://dms.giz.de/dms/lisapi.dll?func=ll&objaction=overview&objid=104518421>

GIZ Publication: Women's Economic Empowerment in the MENA Region

<https://dms.giz.de/dms/lisapi.dll?func=ll&objid=102450445&objAction=browse>

GIZ Toolbox: Promoting Equal Participation in Sustainable Economic Development

<https://dms.giz.de/dms/lisapi.dll?func=ll&objaction=overview&objid=102410099>

Movie: *Gender Mainstreaming within the African Peace and Security Architecture*, GIZ Ghana

https://www.youtube.com/watch?v=QVKo5n39D_o&feature=youtu.be

Movie on Genderperspectives in Renewable Energy: *Mujeres Solares*, GIZ Mexico

<https://www.youtube.com/watch?v=K9D2bziCGkl>

Movie on Gender Roles: *Female Taxi Driver*, GIZ Palestine

<https://www.youtube.com/watch?v=e8dZnCCVeug>

Movie on Gender Roles: *At the Market*, GIZ Palestine

<https://www.youtube.com/watch?v=KDc9yZESrA4>

Movie on Maternal Health: *Double Peine – PASaR II*, GIZ Cameroon

<https://www.youtube.com/watch?v=9UrS5PYjXYc>

Movie on Restorative Justice: *Voices from the Community*, GIZ Bangladesh

<https://dms.giz.de/dms/lisapi.dll?func=ll&objid=99508657&objAction=browse&viewType=1>

Movie on Social Enterprises: *Hamri Bahini – A Success Story of Phoolmaya*, GIZ Nepal

<https://www.youtube.com/watch?v=ITArEy2GV-U>

New factsheet: *Addressing sexual and reproductive health and HIV needs among key populations*, GIZ Global Fund Programme

<https://www.giz.de/expertise/html/21632.html>

Policy Brief: *Advancing African Women's Financial Inclusion*, GIZ Regional Africa

<https://dms.giz.de/dms/lisapi.dll?func=ll&objaction=overview&objid=101631841>

Pacific Gender and Climate Change Toolkit, GIZ Fiji

<http://www.gender-in-german-development.net/custom/images/content/BilderGalerie/bilderGalerie1000514/>

GIZ-SPC-SPREPROE-PACC-AUSAID-UNDP-UNWOMEN-Pacific-gender-and-climate-change-toolkit-EN.pdf

SADC Handbook on Mainstreaming Gender in the Water Sector, GIZ SADC

<https://dms.giz.de/dms/lisapi.dll?func=ll&objaction=overview&objid=95972082>

Print-out Materials

Poster: **Agenda 2030 and Commitments to Gender**

<https://dms.giz.de/dms/lisapi.dll?func=ll&objaction=overview&objid=103482093>

Poster: **Gender Responsive Financing**

<https://dms.giz.de/dms/lisapi.dll?func=ll&objaction=overview&objid=103486800>

Poster: **International Commitments on Women's Economic Empowerment**

<https://dms.giz.de/dms/lisapi.dll?func=ll&objaction=overview&objid=103486297>

Poster: **UNSC Resolution 1325**

<https://dms.giz.de/dms/lisapi.dll?func=ll&objaction=overview&objid=103479575>

Poster: **Women's Empowerment Principles**

<https://dms.giz.de/dms/lisapi.dll?func=ll&objaction=overview&objid=103482802>

Useful Links

Addis Ababa Action Agenda

http://www.un.org/esa/ffd/wp-content/uploads/2015/08/AAAA_Outcome.pdf

African Development Bank

<http://www.afdb.org/en/topics-and-sectors/sectors/gender/>

Asian Development Bank

<http://www.adb.org/themes/gender/main>

BMZ Gender Action Plan II

https://www.bmz.de/de/mediathek/publikationen/reihen/strategiepapiere/Strategiepapier361_02_2016.pdf

BMZ Gender Action Plan Road Map 2016

http://www.bmz.de/de/mediathek/publikationen/reihen/strategiepapiere/Strategiepapier365_2016.pdf

BMZ Women's Rights and Gender

http://www.bmz.de/en/what_we_do/issues/HumanRights/frauenrechte/deutsche_politik/

European Bank for Reconstruction and Development and Gender Equality

<http://www.ebrd.com/ebd-and-gender-equality-overview.html>

European Commission

<http://ec.europa.eu/justice/gender-equality/>

EU Gender Action Plan

<http://www.consilium.europa.eu/en/press/press-releases/2015/10/26-fac-conclusions-gender-development/>

Gender at GIZ

<https://www.giz.de/expertise/html/1920.html>

Gender Knowledge Platform

<http://www.gender-in-german-development.net/>

GIZ Gender Community Network on Global Campus 21

www.giz.de/gc21/gender-network

GIZ Gender Competition and Gender Week 2016

<https://gc21.giz.de/libt/var/app/wp385P/2371/>

GIZ Gender Strategy

<https://www.giz.de/en/downloads/giz-gender-strategy-en-2012.pdf>

Inter-American Development Bank – Gender and Diversity

<http://www.iadb.org/en/topics/gender-indigenous-peoples-and-african-descendants/gender-equality-and-womens-empowerment,2604.html>

Leader's Declaration G7 Summit

https://www.g7germany.de/Content/DE/_Anlagen/G8_G20/2015-06-08-g7-abschluss-eng.pdf?__blob=publicationFile

OECD – Gender Equality and Development

<http://www.oecd.org/dac/gender-development/>

UN DISPATCH – Women

<http://www.undispatch.com/category/women/>

UNECA E-Network Information Portal Gender

http://www1.uneca.org/ngm/home_ngm.aspx

UNESCO – Gender Equality

<http://www.unesco.org/new/en/unesco/themes/gender-equality/resources/>

UNRISD – Gender and Development

[http://www.unrisd.org/80256B3C005BB128/\(httpProgrammeAreas\)/6DA4DF9FA8158D3280257F1B005A8527?OpenDocument&Count=1000](http://www.unrisd.org/80256B3C005BB128/(httpProgrammeAreas)/6DA4DF9FA8158D3280257F1B005A8527?OpenDocument&Count=1000)

UN Sustainable Development Knowledge Platform and SDGs

<https://sustainabledevelopment.un.org/sdgs>

UN SDGs – The Role of Gender-based Innovations

https://gender-summit.com/images/GS6Docs/SDG_Report_FINAL.Jan13.pdf

UN Women

<http://www.unwomen.org/en>

Wikigender

<http://www.wikigender.org/>

Women's human rights

<http://womenshumanrights.ch/overview.html>

Women's Empowerment Principles

<http://weprinciples.org/>

Women Organizing for Change in Agriculture & Natural Resource Management

<http://www.wocan.org/>

World Bank eAtlas of Gender

http://siteresources.worldbank.org/EXT/WBP/Resources/eAtlasGender_email_web.html

World Bank Gender Platform

<http://www.worldbank.org/en/topic/gender>



GENDER PAYS OFF!

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