

GIZ Indonesia & ASEAN #TeamGender quest for Gender Mainstreaming.

Gender is a quality feature in our work. GIZ Indonesia and ASEAN, since 2019 has slowly but steadily built a new #TeamGender (working group for Gender), that consists of a Coordinating Gender Focal Point and Cluster Gender Focal Points. This is accompanied by the Project Gender Focal Points that are installed in almost every project. Our team is a proud blend of female and male staff, from different technical fields of backgrounds and experiences, as well as age groups.

With a mixture of more experienced staff in the issue of gender equality and gender mainstreaming from several projects that became Cluster Gender Focal Points in the fields of Forests and Climate Change and Governance, and a mixture of younger professionals who had a great interest in the topic, but still needed to mold into the role including in the former IKI cluster, ASEAN and the coordinating gender focal point at the country office, we helped each other and the project focal points to assume the roles to ensure that gender mainstreaming in GIZ Indonesia & ASEAN was at a good standard as according to corporate principles and processes. Our challenge was, that all of the focal points from country level to cluster and project level do not have Gender within their usual main tasks, and not accounting for a special percentage agreed. With reference points to several previous fulltime country Gender Focal Points, we ensured to keep the values well.

After a vacuum of full-time Gender focal points, and a growing number of new staff members, the need for refreshing and reinterpreting gender mainstreaming throughout the portfolio in a coherent manner had been a challenge of its own. In the first years 2019-2020, Gender Focal Points were focused on delivering the tasks that are only deemed for necessary.

To this end, in the midst of the pandemic, the #TeamGender has developed a Gender Action Plan for GIZ Indonesia & ASEAN which is built on the pillars of the GIZ Gender Strategy. The Gender Action Plan was intentionally drawn up in 2021 until 2025, to allow several steps of company-internal gender mainstreaming, capacity development for GFPs and staff members, as well as cultural changes to gradually develop. The Gender Action Plan included an annual Gender Week, capacity development measures for Gender Focal Points and staff, SEAH Policy as well as several measures on networking across development partners and national civil society organisations, as well as measures on diversity and equal opportunities.

As a realization of this, #TeamGender GIZ Indonesia & ASEAN has been ensuring to keep the topic constant throughout the staff members, amongst others through the following measures:

- Input on Gender in the Introduction Course for New Staff
- Internal Capacity development sessions for Gender Focal Points, including an exchange with an expert colleague from GIZ Kyrgyzstan on gender based monitoring.
- Setup of an IDA page on Gender on IDA.country page Indonesia
- Regular reporting to Country Management Team Meetings, 2-4 times per year.
- Gradually increasing involvement of Gender Focal Points in the commission preparation phase, from ZUK and ZAK meetings and short-deadline involvement for Gender Analysis and S+G Checklist, towards fixed involvements of the Gender Focal Points by AV-Vs and the portfolio unit prior to KSN formulations, part of the appraisal and scoping missions. Nowadays, both Country Focal Point and Cluster Focal Point are consulted in the preparation of commissions.
- Introduction of National Policy on Banning SEAH, in cooperation with RMO and HR, setting up a national low-threshold reporting structure for SEAH cases. We also are in liaison with the UN PSEAH Network to collaborate on interagency coordination and reporting systems.

- Gender Week/Month, including a social media awareness-raising post with a photo competition, intensive capacity development sessions and a gender writing competition
- Break-out sessions and special booth campaigning on “everyone can be a Gender Champion” on Gender Mainstreaming practices in GIZ Indonesia & ASEAN by the #TeamGender at the post pandemic Country Conferences 2022 and 2023. In 2023, the winners of the Gender Writing Competition GIZ Indonesia and ASEAN were awarded as well and titled “Gender Champions”

Recently, we have pushed the possibility for a GG-2 marker for a new phase of the project on SSTC and SDG National Mainstreaming through our signature Multistakeholder-Partnerships (MSP) approaches, which is aligning with the BMZ Feminist Development Policy. Currently in the phase of the appraisal mission, we are looking forward to have another GG-2 Project in our portfolio after more than 7 years.

This, and more are a testimony of the #TeamGender GIZ Indonesia & ASEAN, who consistently pushed with the idealism and the principle to do good and even better on gender mainstreaming in GIZ Indonesia and ASEAN. With some years to go, there are still measures that we look forward to achieve from our defined action plan (incl. country/portfolio and thematic cluster gender analysis and mapping) and to strengthen the structures to ensure that our quality feature and expertise in Gender Equality and gender mainstreaming can become a feature that retains commissions and enhances business development for the portfolio.