

Gender, Diversity and Human Rights in the Energy and Urban Transformation Cluster (GIZ Brazil)

Authors

Johannes Kissel, Letícia Sauer, Paula Scheidt and Sarah Habersack.

Context

The defense of gender equality and human rights is a hallmark of the quality of GIZ's work, cited in a series of strategic documents such as BMZ's Feminist Development Policy. With the increase in the number of GG1 projects in our Cluster, the topic has become even more relevant and has great potential for synergy, which is why the Cluster Coordination decided to make it a strategic theme to be mainstreamed across the projects in 2022.

To do so, a position for Diversity, Gender and Human Rights Advisor was created for the Energy and Urban Transformation Cluster (GFP for the Cluster), dedicated to support, and create strategies to better their gender mainstreaming in the sectors of renewable energies and urban development.

The energy and urban planning areas are still predominantly dominated by white men in Brazil. In the energy sector, gender inequality begins even before students enter university, with few women choosing engineering, science, and technology courses. The lack of female in the sector perpetuates this reality, in which girls fail to see the profession as a possibility because they have no professional role models to look up to.

Within companies in the electricity sector, women occupy 20.16% of management positions and 12.76% of management positions, a situation that is even more complex among black people, who occupy only 13.59% of management positions and 8.18% of executive positions, despite being more than half of the Brazilian population.

The situation is the same with political positions in Brazil's local governments, where women are a minority among city mayors (11.8%), making urban development a male dominated field where women have little space to communicate their needs and interests. When it comes to racial representation, the figures are also not representative of Brazil's ethnic-racial distribution: self-declared black mayors accounted for approximately 32% of all elected leaders in 2020.

At last, regarding the finance sector, even though significant improvement has been made in recent years, women are still the minority in companies' executive boards: they are 14,6% of the high executive positions (they were about 8% in 2018) and 12% of the directorial positions.

Measures and Results

To increase the quality of gender mainstreaming in those sectors, which are known for being particularly complex for women representation, an **exchange group between GFP of the project that belong to the Cluster** was created in 2022 and monthly meetings have been held ever since, with the goal of sharing information about upcoming activities, struggles and promising practices among our common partners, finding synergies and opportunities for joint actions, clearing doubts and detecting demand for trainings and tools. The monthly encounters are an addition to the meetings of our Gender and Human Rights

Workgroup and allow us to monitor the development of activities in the sectors and the project's demands up-close.

Many of our GFPs reported a lack of alignment among projects with similar lines of action, which eventually creates communication issues with partnering ministries and increase workload. The regular meetings also help GFP to feel more prepared to discussions, once they have the support of fellow GIZ colleagues with successful experiences, tips and ideas of how to integrate gender perspectives in the sectors.

Examples of results achieved with the new structure of gender advisory support in the cluster are:

Trainings

- **Inclusion of partners in our Inclusive and Non-sexist Language trainings:** alignment of the partners demands for the trainings in Inclusive and Non-Sexist Language, provided by GIZ staff, based on our own guide for Inclusive and Non-sexist Language. Through our meetings we organize our partners' demands for training and facilitate the exchange with the team in charge of the training inside our Gender and Human Rights Workgroup. More than 100 people from partners already joined these trainings.
- **Training on Gender and Human Rights Profiles for GFP:** trainings to prepare our GFPs (project level) to work with our tool for the monitoring of gender and human rights activities in the projects: the Gender and Human Rights Profiles (currently being renovated). Updated annually, the Profiles are detailed spreadsheets for registering information about gender marks, internal and external gender and human rights mainstreaming, challenges encountered, opportunities presented and potentials yet to be explored. Each year the cluster GFP meets with the projects' GFPs to discuss the updates in their Profiles, go through their gender analyses and make recommendations. The results from the Profiles are presented to our Gender Workgroup and Management Team.
- **Anti-biases training for people in leadership positions:** training courses to raise awareness on the issue of unconscious biases related to gender and race which can impact hiring processes and career development. They were categorized as mandatory by the Management Team and were established as a pilot project, in both German and Portuguese.
- **Organizing the Cluster's participation in AIZ Género en Práctica courses:** promoting and organizing the list of interested focal points for the AIZ's Gender in Practice Course, recently adapted to Latin-America. A third of our Gender Focal Points have already participated and others have already shown interest in the following groups, which have been full since the first edition.

Events

- **GADeR-ALC Just Transition Workshop:** event's preparation and country presentation, focused on gender, in the event promoted by the GADeR-ALC Just transition Workstream "Promoviendo la Transición Energética Justa y Más Inclusiva".
- **Gender Initiative of GADEeR-ALC and REDLAC:** the coordinator of Knowledge Management of the cluster joined the initiative that aim to improve the synergies among Latin America and Caribbean projects on this topic. The group is working in the establishment of a toolbox of good practices in gender in Latin America.
- **I and II Congress of Women in Energy:** organization of alignment meetings among projects to guarantee a coherent communication and a more efficient cluster

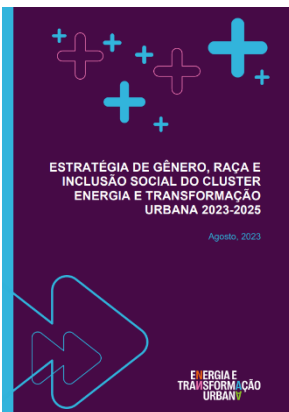
participation, creation of a page and QR Code with the main publications about gender from the Cluster’s projects (to be publicized during the Congress) and support managing invitations for partners and colleagues.

- **InterSolar South America (2022 and 2023):** conduction of alignment meetings, focused on integrated communication to promote events supported by GIZ during the fair with special focus on gender related activities (lectures and networking events). During the first edition, images were recorded to create videos for two separate projects promoting the importance of women for the energy sector in Brazil.
- **IV Feira Energía Más Mujer:** the Future Professionals project and the German-Brazilian Energetic Partnership, both projects in the Energy and Urban Transformation Cluster, participated on the fair in Chile, presenting the initiatives in Brazil and joining efforts to the workgroup for gender equality in the energy sector with other institutions from Latin-American countries.



Photos: 1. Elas Conectam, during the InterSolar South-America; 2. Congresso de Mulheres da Energia.

Cluster Gender, Race and Social Inclusion Strategy



To further solidify our Cluster’s compromise with gender mainstreaming in an intersectional perspective, through the understanding that racial inequality and social exclusion are huge cornerstones of the structure of oppression and inequality in Brazil, we developed our own **Gender, Race and Social Inclusion Strategy**, aligned to both the GIZ’s Gender Strategy and the BMZ’s Feminist Development Policy. It was released in August 2023 and is a two-year long plan, based on the demands from our gender focal points, the external demands from BMZ and the understanding of our current issues with racial and ethnic representation in our team.

The main objective of our strategy is to “Work with gender, racial equality and social inclusion in a structured manner in the Energy and Urban Transformation Cluster” and the four following goals, extensively debated and agreed to by the Cluster Coordination, aim to help us reach this objective:

1. The race perspective is promoted within the projects, from their offer (gender and iPCA analysis) to its closure

Leadership is sensitized to unconscious gender and race biases, both in the formation of project teams and in the dynamics with partners and other actors in project implementation. Tools are offered to support project leaders in the preparation of the gender analysis and the iPCA matrix. Continuous monitoring through the Gender and Human Rights Profiles allows for in-depth action on the issue, through targeted recommendations.

2. The Cluster's next five selection processes will be monitored by a diversity specialist

Tools are offered to support the Cluster's projects in the following recruitment processes for new employees, the advertising of vacancies and the active search for black candidates. Human Resources will be included in the processes to ensure the effectiveness of the measures to be implemented to make the Cluster's selection processes more inclusive, especially for non-white people.

3. The Cluster has a GG2 project in its portfolio and its new projects are at least GG1

In line with BMZ's goal of having 85% GG1 projects and 8% GG2, the Cluster will actively encourage this change in the preparation phase of new projects. The Cluster's gender advisor actively participates in the design of new projects, including appraisal missions, as well as the gender focal points for new project phases, collaborating in the development of gender indicators and looking for opportunities to develop GG2 projects. Continuous monitoring through the Gender and Human Rights Profiles makes it possible to deepen our work on gender issues as well, through targeted recommendations. In addition, the advisory service provides on-demand support, reviewing products, recommending consultancies, supporting events, etc.

4. At least 3 Cluster projects have a direct impact on improving social inclusion

Projects will be encouraged to identify potential and opportunities, especially in the context of the new Brazilian administration (current government). Actions under development will be monitored, with the proposal of measures to deepen impacts and disseminate to other Cluster projects. Partners should be encouraged to get closer to reality at the cutting edge, expanding the scope of action of the projects to which they are linked.

The implementation of this Strategy is based in three main areas: i) advisory and orientation; ii) capacity building; iii) production of supporting materials. The first area (i) includes processes already in place that have been strengthened after the establishment of this Strategy: supporting projects during offer (proposing Terms of Reference for specialized consultancies, reviewing gender analyses and iPCA), monitoring Gender and Human Rights activities (through the Gender and Human Rights Profiles) and offering support by demand (reviewing documents, suggesting gender approaches, offering training, etc.).

For the second area (ii) the process is centered on our GFPs (project level) and on our partners. The focus is building capacities among our focal points through regular meetings and participation in courses such as the Gender in Practice training from AIZ. To welcome new GFPs, a simple onboarding for gender, summarizing some core information shared during the AIZ courses will be offered. For the partners, especially regarding raising awareness about the challenges of Just Transition, field trips to vulnerable communities will be incentivized.

At last, regarding materials (iii), the advisory, with the support of our GFPs and Cluster Coordination, will work on publications to help guide the projects on the subjects of race, gender and human rights (especially relating to the goals of the BMZ Feminist Foreign Policy); documenting Promising Practices and Lessons Learned; compiling data on gender and race in the energy and urban transformation sectors in Brazil; researching potentials among the projects to promote workshops and deepen the work for social inclusion; creating messages about the impacts of the projects work for Gender Equality.