



Context

In order to promote gender equality in partner countries BMZ's Feminist Development Policy (FDP) sets clear goals for GIZ in line with GIZ's own strategic orientation: plan and implement more GG1 and GG2 projects. In this context, **the gender group in Tunisia launched a mission to collect good gender practices**, which ensures in-depth exchanges on gender and gender integration through GIZ clusters, projects, and programs. The experience enhanced the discussion of successes and learnings through gender activities.

Why capitalize on and share good practice?

By capitalizing on and sharing good practices, a team, an organization or a country can learn from its own experiences and those of others. This provides an opportunity to turn knowledge into action and build capacity to improve results, and to respond more rapidly and effectively to different types of emergencies or changes that may rise.

Collecting and analyzing good gender practices is to be considered a good practice itself as it allows GIZ complying with strategic engagements and reaching international standards.

It places the gender topic in the center of development cooperation projects and is a great opportunity for the project teams to be engaged in the gender mainstreaming approach.

Objectives

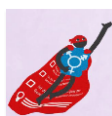
- Identification and capitalization of good practices in terms of gender
- Raise awareness among staff of the MELKS (Monitoring, Evaluation, Learning, Knowledge and Sharing) process for gender
- Strengthen gender competencies among GIZ staff

What is a good practice?

A good practice is a successful experiment that has been tested and reproduced in different contexts and can therefore be recommended as a model. It deserves to be shared so that more projects can adapt and adopt it.



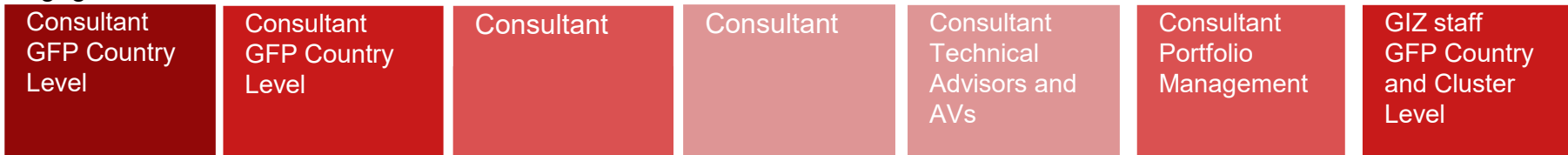
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Process overview



Engaged Resources:



- Related to the **MELKS (Monitoring, Evaluation, Learning, Knowledge and Sharing)** process, a specific **Guideline** was developed and information sessions organized (continuous **gender competence development** & encouraged **cooperation**) to anchor this process and contribute to a continuous **enrichment of the good Practice collection**.
- The process complements a **portfolio-wide gender analysis at country level**.

Main results for GIZ Tunisia

Discover the
Good Practice
products on IDA

- **Good Practice Template** developed (based on FAO template)
- More than **30 interviews** with colleagues (mainly technical advisors and AVs)
- **More than 30 Good Practices** classified based on their contribution to one of the **3R** of FDP
- Creation of a **Guideline on how to develop a good practice**
- Elaboration of the **Gender Factsheet** to highlight the good practice activity, put the spotlight on the FDP and show data related to GIZ programs beneficiaries in Tunisia (disaggregated data from GIZ Tunisia specific indicators)
- Exchange on **Feminist Development Policy** with German Embassy
- **GIZ contribution to GAP III and CLIP** reported to the Delegation of the EU
- GIZ Exhibition "**Gender Work Expo**" of the good practices during the Gender Week in March 2023
- **Knowledge sharing** with the **North Africa Division and Africa Department** in 2023
- **Presentation at GIZ-wide Gender Network Meeting** in Berlin October 2023



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Impact

- **Gender Mainstreaming:** emphasizes individual efforts and initiatives within projects and to bring the gender mainstreaming topic at GIZ on the top of the priority list
- **Implementation of FDP:** facilitates identification of gender transformative approaches and potentials for each project, strengthens the 3R and explores the potential of gender transformative and responsive approaches for GG0 and GG1 projects
- **Gender Competence:** strengthens gender competencies of involved colleagues
- **Corporate Culture:** awareness raised with involved colleagues on different levels (technical advisors and AVs) to integrate gender throughout a project's life cycle
- **Learning:** interactive learning formats established for GFP and colleagues on how to identify and draft a Good Practice
- **Communication:** facilitates external and internal communication on gender specific measures
- **Outreach:** wide interest of other donors and international organizations in Tunisia, esp. EU

Potential

- **Strategic level:** collection of Good Practice as a strategic instrument to apply on a portfolio-wide gender analysis to identify cross-sectoral synergies of common challenges and approaches
- **Monitoring:** reporting tool on country level
- **Evaluation:** promote gender-responsive evaluation
- **GIZ-wide Knowledge Management:** establish GIZ-wide living archive of Good Practices and strengthen exchange within projects, countries and organizational units working on Gender

